A STUDY ON WOMEN CONSTRUCTION WORKERS IN MOFUSSIL AREAS IN TAMBARAM TALUK

Thesis submitted in
Partial Fulfillment of the
Degree of Doctor of Philosophy (Ph.D)

by

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CERTIFICATE FROM THE SUPERVISER

I certify that the thesis entitled, **'A STUDY ON WOMEN CONSTRUCTION WORKERS IN MOFUSSIL AREAS IN TAMBARAM TALUK'** submitted for the Degree of Doctor of Philosophy by **Mrs. Xavier Nirmala** is the record of research work carried out by her during the period from August, 2004 - July. 2008 under my guidance and supervision, and that this work has not formed the basis for the award of any degree, diploma, associateship, fellowship or other titles in this University or any or Institution of higher Learning.

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DECLARATION

I declare that the thesis entitled, **'A STUDY ON WOMEN CONSTRUCTION WORKERS IN MOFUSSIL AREAS IN TAMBARAM TALUK'** submitted by me for the Degree of Doctor of Philosophy is the record of work carried out by me during the period from August, 2004 to July, 2008 under the guidance of **Dr. UDAYA MAHADEVAN,** Reader, Department of Social Work, Loyola College, and has not formed the basis for the award of any degree, diploma, associateship, fellowship, titles in this or any other University or other similar institution of higher learning.

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CHAPTER – I

CHAPTER - I

INTRODUCTION

"The number of people living in poverty and dying of hunger is still growing. The Status of women is a barometer of the democratism of any state, an indicator of how human rights are respected in it" according to Mikhail Gorbachev, (1992).

'If the democracy in India is to be moved towards a point were poor women have more voice and choice, and then they should get into the habit of seeking for their rights" said the (Noble Laureate Amartya Sen, 1999).

"The greatest discovery of any generation is that human beings can alter their life by altering one's attitude" says William James (2000). There should be a revolutionary change in the perception and attitude of both men and women towards women. Only when the women are in the mainstream of progress, a country can reach its goal of economic and social development.

Gandhiji said, "Women are the companions of man with equal mental capabilities. She has the right to participate in every minute detail in the activities of man; and she has equal rights of freedom and liberty and she is entitled to a special place in her own sphere of activities, as man in his."

Women are toiling from dawn to dusk to sustain their families. Gone are the days when she was confined to the four walls of the kitchen. Today, more women are participating in the outside arena to earn their livelihood. In economic value, the household labour of women adds to the economic product. Rural women contribute far more than half of the food production in the third world. In spite of the key role played by women, they have been largely by-passed in the development strategies. All over the world, women share the fate of inequalities of opportunities on account of

being in the unorganized labour forces. They are willing to accept lower wages than men for the same labour.

Women constitute half the humanity and they play a very important role in the national development.

HISTORICAL PERSPECTIVE OF WORKERS IN INDIAN INDUSTRY

The study of industrialization and industrial labour has a long history in India. Scholars began to research different aspects of these questions very soon after the inception of modern industry in the mid-nineteenth century. After Independence in 1947, a considerable body of 'working-class' histories developed. These endeavours are dominated by concerns of modernization, national politics and working class consciousness. Little attention was paid to the questions of gender. The few women who did work in industry, mining or plantations were subsumed within the general definition of class. Question of women's work and their role in traditional or modern manufacturing have had relatively little attention from practitioners of women's studies. In economics and sociological literature, poor women are almost always of rural and peasant groups. There has arisen, however, in the last two decades, a new interest in women's work leading to a corpus of information about contemporary developments. Much of this information remains sparse and scattered and unconnected to long term historical trends. This latter problem is likely to persist as long as gender issues continue to be neglected in historical investigations of labour, a neglect that is compounded by scholars of women's history. The historian in search of women's 'voices' has been limited, necessarily, to middle class literate women who left some impression of their own in the form of autobiographies, novels, essays and a prolific literature. The poor and working women, invariably unlettered, did not leave their own trace in historical records. As a result, women's historians persuaded by

arguments of 'lack of evidence', have marginalized issues of work and workers. Arthur Lewis & Fee (1996) used the concept of dualism in the context of labour and more so in the case of surplus labour which can be transferred from subsistence agricultural sector to urban informal sector. The rural urban dichotomy is further extended to urban economies where one finds modernization of organized sector co-existing with unorganized informal sector. The organized sector consists of labour working in industries, enterprises, government, offices and other large scale organizations. Work structure is registered in eco-statistics with working conditions protected by law. Economic activity which did not meet this criterion is bundled under the term informal sector. A study in the informal sector is characterized by low capital intensity, a low level of labour productivity, a low level of formal schooling, preponderance of family labour and ease of entrance, lack of support, recognition and protection on the part of the Government. A large part of the unorganized labour force in our country consists of skilled labour, with males and females employed in various form of building and construction activity. The role of construction activity in national development is very important. The construction sector makes an important construction for meeting the basic development objectives such as employment creation and cultural generation.

In India, the construction system that is launched and maintained with full support from the State British Colonial System which is functioning on routine technology and is high labour intensive. Construction activity required a large and growing labour and ever growing labour force unlike other industries where the demand is primarily for males. In construction, the demand is for men, women and sometimes even children because of its peculiarities.

Construction work such as excavating, digging, carrying head loads etc, are essentially agricultural in nature. The entire construction industry relies on the process of contracting and subcontracting, which fosters the proliferation of intermediaries, whose function is to provide labour for companies and members of the public. Within the construction industry, there is a high degree of differentiation in terms of work force, staff and enterprise structure. Basically, the industries 'workforce comprises of unskilled labourers', apprentice, labour contractor and professionals. This classification applies to most of the trades such as brick laying, plumbing, carpentry, painting etc. Traditional societies prevented women from entering the public domain and are given a subordinate position in the society. The life of Indian women is like a well - defined predictable master plan.

When the women's liberation movement started the scenario of women's work changed. Since the mid - 1970s sociological interest in women's employment issues has expanded rapidly. Women's status has undergone profound changes. As a result, a significant change has been noticed in the attitude of men and women towards women's education and employment.

The traditional picture of women is very different than what it is today. Women have played a key and largely unrecognized role in the rapid economic and social development worldwide. Women have been entering workforce in record numbers, over the last four decades. Although women are not a minority, in the world of work they have faced many handicaps. In fact, majority of women who wish to pursue a career face the problem. Domestic duties and outside work have often caused imbalances. Gender discrimination is a common phenomenon.

Women are newcomers to the working world, as some may believe, but their role is changing as are the social values. Most women have always worked. Though

the traditional picture of a woman is very different, the organizations are beginning to recognize that equal opportunity for women is smart business. This 'status' of today's women also has more to tell us. Henceforth, there is a need to monitor closely the issues of women while at work or in the workplace. **(H.L.Kaila, 2005)**

GROWTH WITHOUT TRICKLE DOWN

Construction industry is thriving thanks to IT sector boom, but workers continue to slog. Information Technology and IT Enabled Services (ITES) are recognized to be the fastest growing sectors. They are growing at 25-30 per cent a year and the employment growth has kept place. A major challenge for IT companies, big and small, has been to develop ideal work situation or complexes that can provide a common roof for a cluster of firms. The IT majors have been expanding phenomenally, spreading from one state to another. The construction industry has perhaps, emerged as the major beneficiary of this growth. But the tragedy seems to be the lack of a rub off this technology on the construction industry, especially in the small and medium segments.

National Association of Software and Service Companies chief Kiran Karnik considers the construction industry, at least the small and medium players, fifty years behind in the use of technology. "It is a pity to still see women and children carrying head loads of sand, bricks or cement at work in the IT office complexes. Despite the boom both in the IT sector and real estate, we have not been able to modernize the entire construction industry. It is in the application of IT in the domestic market that we have lagged behind.

STATUS OF UNORGANIZED LABOUR

The total workforce in the country as on January 1, 2000, as per the 56th Round of the National Sample Survey Organization (NSSO) of Employment and

Unemployment conducted in 1999 -2000, was 410 million, of which 401 million were employed. Out of the employed workforce, more than 93 per cent (373 million) were engaged in the activities of the unorganized sector (including the so-called informal sector), while less than 7 per cent members of the workforce (28 million) were reported as being employed in the organized sector (all public sector establishments and all non- agricultural establishments in the private sector employing 10 or more workers). As per the 55th Round of NSSO, of the total employment, 60 per cent of the workforce was engaged in agriculture and the remaining 40 per cent in the non-agriculture sector. Of the non- agriculture sector employment, the unorganized workforce constituted 82 per cent and the remaining about 18 per cent belonged to the organized segment. Only about 12-15 per cent of the total workforce in the country was estimated to fall in the category of wage / salary employment.

According to World Bank estimates, the proportion of people living on less than $1 a day in India was 35 per cent in 2001 (UNDP, 2003), which speaks of the magnitude of the problem. With a huge informal sector, it would be utopian to think that organized industrial development strategies alone will do miracles in solving India's problem of poverty and raising the standard of common people. Alternative policy frameworks have to be examined to meet the human needs of social protection for the workforce in the unorganized and informal sector. Presently, there is no central law in India, which creates the right to minimum income of the types that are known to exist in most developed countries.

Interestingly, the 61st Round of NSSO has made some startling revelations on the diminution in the size of the organized sector. It has been estimated that in 2004 - 05, the total labour force was 469.94 million; the total employment was 459.10 million, and the employment in the unorganized sector was 432.7 million. This shows

that rate of workers employed in the organized sector has further declined to 5.9 per cent (25.4 million). Decline is visible even in the absolute number of people employed in this sector. This is a cause of serious concern for the advocates of working class rights and social justice. The employment in the organized sector gets further diminished if one examines the difference between the rhetoric and reality of labour law protection. The National Commission for Enterprises in the Unorganized Sector (NCEUS) has estimated that in 2004 -05, 49 per cent of the workers shown in the organized sector were actually unorganized /informal workers; they were not provided any job or social security by the employer. In 1999 -2000 the corresponding figure was 46 per cent (Kannan, 2007).

The main poverty groups in India are rural; these are mostly agricultural households and cover about one-third of the rural population. A large number of the labour market, female–headed houses tend to be still poorer than others. A case study by Saini and Budhwar (2007) has shown the absence of labour rights in factories employing nearly 500 workers, and the treatment of piece-rated workers as if they were contract workers.

The absence of provision for vocational training to informal sector workers in the country is well known. It has been estimated by the second National Commission on Labour (NCL) (Government of India,2002) that barely 5 per cent of the workforce in the age group of 20 -24 years has acquired some kind of a formal vocational training (VT), though some scholars view this as an under- estimation (Mathur and Mamgain, 2002). Active state intervention for a meaningful facilitation of skill development has no substitutes; and much needs to be done in this regard (Saini, 2005). These realities further complicate the issue. The National Commission on Enterprises in the Unorganized Sector (NCEUS, 2007) appointed by Government of

India, observes that 'the use of the term 'organized' and unorganized' as used in India is internationally known as 'formal' and 'informal'. It defines unorganized sector workers as those working in the unorganized enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment / social security benefits provided by the employers. As seen from the total employment in India has increased from 397 million to 457 million between 1999 -2000 and 2004 -05. The change in the organized or formal employment has been nil or marginally negative. The entire increase in the employment in the organized sector over this period has been informal in nature. As seen from the terms and conditions of employment in the informal economy are usually precarious. As the NCEUS National commission on the Enterprises in the Unorganized Sector (2007) points out even in the organized sector the proportion of unorganized work force is growing. Thus the broad trends in the labour market seem to point towards in formalization, to a great extent, of formal sector employment and formalization, to a less extent of informal sector / unorganized employment

Economic reforms may have given a boost to industrial productivity and brought in foreign investment in capital intensive areas. But the boom has not created jobs. This is not unexpected. According to a report by the Ishington – based Institute of Policy Studies (IPS), the combined sales of the world's top 200 MNCs is now greater than the combined GDP Gross Domestic Product of all but the world's nine largest national economies. Yet, the total direct employment generated by these multinationals is a mere 18.8 millions -one- hundredth of one per cent of the global workforce.

- India's Ninth Five –Year Plan projects generation of 54 million new jobs during the Plan period (1997-2002). But performance has always fallen short of target in the past, and few believe that the current plan will be able to meet its target.

- India's labour force is growing at a rate of 2.5 per cent annually, but employment is growing at only 2.3 per cent. Thus, the country is faced with the challenge of not only absorbing new entrants to the job market (estimated at seven million people every year), but also clearing the backlog.

- Sixty percent of India's workforce is self – employed, many of whom remain very poor. Nearly 30 per cent are casual workers (i.e. they work only when they are able to get jobs and remain unpaid for the rest of the days). Only about 10 per cent are regular employees, of which two – fifths are employed by the public sector.

- More than 90 per cent of the labour force is employed in the "unorganized sector", i.e. sectors which do not provide with the social security and other benefits of employment in the "organized sector."

- In the rural areas, agricultural workers form the bulk of the unorganized sector. In urban India, contract and sub – contract as well as migratory agricultural labourers make up most of the unorganized labour force.

- Unorganized sector is made up of jobs in which the Minimum Wage Act is either not, or only marginally, implemented. The absence of unions in the unorganized sector does not provide any opportunity for collective bargaining.

- Over 70 per cent of the labour force in all sector combined (organized and unorganized) is either illiterate or educated below the primary level.

- The addition to the labour force during the Plan period is estimated to be 53 millions on the "usual status" concept. The acceleration in the economy's growth rate to 7 per cent per annum, with special emphasis on the agriculture sector, is expected

to help in creating 54 million work opportunities over the period. This would lead to a reduction in the open unemployment rate from 1.9 per cent in 1996 – 97 to 1.47 per cent in the plan's terminal year, that is, by about a million persons – from 7.5 million to 6.63 million.

- In other words, if the economy maintains an annual growth of 7 per cent it would be just sufficient to absorb the new additions to the labour force. If the period, the incidence of open unemployment could be brought down by two million persons, thus attaining near full employment by the end of the Plan period, according to the Plan.

Sectoral Employment Elasticity on CDS Basis and Projections

S. No.	Sector	Employment 1983 to 1987–88	1983 to 1993–94	Elasticity 1993 – 94 to 1999-2000	Projected Employment 2002 - 2007	Employment Growth (%) 2002-07
	1	2	3	4	5	6
1	Agriculture	0.87	0.70	0.01	191.42	0.04
2	Mining & Quarrying	1.25	0.59	(-) 0.41	2.01	(-) 1.93
3	Manufacturing	0.59	0.38	0.33	49.51	3.30
4	Electricity, Gas Water Supply	0.30	0.63	(-) 0.52	0.88	(-) 4.32
5	Construction	2.81	0.86	0.82	22.46	6.81
6	Trade, Hotels and Restaurant	0.87	0.68	0.62	52.22	4.96
7	Transport & Storage & Communication	0.47	0.55	0.63	20.43	6.49
8	Financing, Insurance, Real Estate Business Services	0.49	0.45	0.64	7.25	6.40

9	Community Social and Personal Services	0.52	0.68	(-) 0.25	26.86	(-)1.90
	All Sectors	**0.68**	**0.52**	**0.16**	**373.03**	**1.67**

Source : Hand Book of Industrial Policy status – (2003 - 2005)

Eleventh plan perspective for the unorganized sectors.

The XI Plan is being formulated under the aegis of the UPA United Progressive Alliance Government, which is committed to reversing the trend of burgeoning unemployment and deteriorating agrarian situation, experienced during the past decade, particularly during the period of the X Plan. The National Common Minimum Programme of the UPA Government had placed employment generation and addressing the agrarian crisis and rural distress as its topmost priorities. Unfortunately, the Approach Paper to the XI Plan prepared by the Planning Commission does not reflect these priorities. It rather chooses to only emphasize the achievement of a target growth rate of 8-9%. The problems of unemployment and poverty cannot be solved only through the achievement of a higher growth rate.

The fallacy of such a "trickle down" approach to economic development is clear by now. Acceleration of the annual average GDP growth to around 7% during the X Plan from around 5.5% during the IX Plan did not succeed in either making a dent on unemployment or accelerating the pace of poverty reduction. According to the latest available estimate of the NSSO, the unemployment rate went up between 1993-94 and 2004. On the basis of current daily status, the unemployment rate for males increased from 5.6% to 9% in rural areas and from 6.7% to 8.1% in urban areas. Unemployment rate for females increased from 5.6% in 1993-94 to 9.3% in 2004 in rural areas and from 10.5% to 11.7% in urban areas. Moreover, the Approach Paper itself admits that there has only been a "modest rate of decline" in poverty. The figure

of 28% for 2004-05 cited in the Approach Paper implies reduction of poverty by only 8% over an 11-year period, which is about half the rate of poverty reduction achieved between 1977 and 1990.

Therefore in order to chart out a trajectory of "more inclusive growth", as suggested by the title of the Approach Paper, it is imperative to reorient the Planning approach and clearly define the social goals, by having targets with regard to employment, poverty reduction and social sector achievements. Efforts should be made to attain these targets through planning, subject to the prevailing resource, economic, social and technological constraints. GDP growth should be considered as a means to expand employment, alleviate poverty and improve social sector indicators rather than being viewed as an objective in it self.

EXTENT OF UNORGANISED LABOUR

The 2001 census has classified workers in this country into two distinct categories as main workers and marginal workers. The main workers are those workers who work for the major part of the year (296 days). Out of a total work force of 314 million in India, about 286 million (i.e. about 91%) are main workers and about 28 million (i.e.9%) are marginal workers. The data of the census of India also shows that the bulk are working is in the unorganized sector (i.e.91%of the total complication) and this workforce is as yet not been actively unionized. The organized force, which generally, extends around urban settlement, accounts for only of the total work force.

Ministry of Labour Employment and Training 2002 -2005

Scenario of Employment Growth Labour Bureau compiles data on employment collected under the Annual Survey of Industries conducted annually under the

Collection of Statistics Act 1953. The A.S.I. 1999 -2000 round data on employment is presented below:

Sector	Man days Worked ('000)				
	Directly Employed				
	Men	Women	Children	Contract Workers	All Workers
All India	636481	1334455	296	168380	938602
Public	16661	1393	-	2607	20661
Joint	17294	2537	-	3028	22860
Private	602526	129515	296	162745	895082

N.B, - For State – wise and industry – wise break –up kindly refer to our publication, "A.S.I. 1999 -2000, Statistics on Employment and Labour Cost (sample sector and census sector separately) Vol. I." As on 31st March 2001, a total of 4.9 million women were engaged in the organized sector which constituted 17.8 per cent of the total employment in organized sector. Out of 4.9 million women in the organized sector, 2.9 million women were in public sector and 2.0 million women were in private sector. To safeguard their interests, the Sate Governments / Union Territory Administrations have advised to post lady officer at such Employment Exchanges where two or more officers are in position. They have also been advised to

consider inclusion of at least one-women representative in the advisory Committee attached to their employment exchanges to ensure greater employment avenues for women applicants.

Women and Child Labour

Women and Children, who represent 67.7 per cent of the country's total population, constitute the most important target groups in present day context of developmental planning. A task force on Women and Children has been constituted to review the existing legislation and the Government schemes for improving the asset base of women to improve their social status.

Participation of women in socio-economic activities is a common practice in the developed as well as the developing countries of the world. Women are known to work on farms, roads and building and construction, and of late in factories manufacturing garments and electronic assembly plants. Skilled women workers also have been working in transitional village industries either as self employed or as paid workers. In hill areas, search for forest products including fuel wood engages a fairly large number of women. The majority of women work in the unorganized sector for low wages and at low level of skills. Though, in absolute terms, the number of women workers during the last four decades has more than doubled from 40 million in 1951 to 90 million in 1991, the percentage of women labour to total work force has declined marginally.

The employment women in organized sector (both public and private) as on March 31, 2001 was 4.9 million, constituting about 17.8 per cent of the total organized sector employment in the country and registering an increase of 0.5 per cent of the total organized sector employment in the country and registering an increase of 0.5 per cent over the previous year. The distribution of women employees across

industries reveals that community, social and personnel services sectors employed 55.6 per cent of women workers followed by manufacturing (20.7 per cent), agriculture and allied occupation (10.9 per cent) and finance, insurance, real estate and business (4.7 per cent). The Female Work Participation Rate (FWPR) was very low at 22.3 in 1991 against 51.6 for males. The provisional results of the Census 2001 has shown a moderate rise of FWPR to 25.6 per cent in 2001, the gender gap in work participation ranged between 41-43 for A&N Islands, Chandigarh and Delhi and was maximum at 48 for Daman & Diu. The gender gap was the minimum for Manipur.

Employment and Training 2002-2003

Distribution of Working Population (Main Workers) by Sex and Industrial Categories (2001 Census).

Industrial Category	Male	Female	Total Workers (Col.2 + Col. 3)	Percentage to total working population (Main Workers)
1	2	3	4	5
I. Cultivators	86328	41300	127628	31.71
II. Agriculture Labourers	57354	50093	107448	26.69
III. Livestock, Forestry, fishing, hunting and plantations, orchards and allied activities				

IV. Mining and quarrying				
V. Manufacturing, processing servicing and repairing				
a) In Household Industries	8312	8084	16396	4.07
b) Other than Household industries				
VI. Construction				
VII. Trade and Commerce				
VIII. Transport, Storage and Communications				
Other Workers	123469	27571	151040	37.52
Total Working Population (I-IX	**275464**	**127048**	**402512**	**100.00**

Source: Census of India 2001

It may be seen from the above table that the two groups comprising "Cultivators" and "Agriculture Labourers" together accounted for 235.1 million or about 58.4 per cent of the total working population. The group 'Household Industry' accounted for the lowest number of workers (16.4 million or 4.7 per cent of the total

working population comprising of main workers). This also includes the construction workers.

CATEGORIES OF UNORGANISED LABOUR

Unorganized workers can be categorized broadly under the following four heads, namely

1. **In terms of occupation:** Small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, in beedi rolling, beedi labeling and beedi packing, building and other construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and store quarries, weavers, artisans, salt workers, workers in brick kilns and store quarries, workers in saw mills, oil mills etc. may come in this category.
2. **In terms of nature of employment**

   Attached agricultural labourers, bonded labourers, migrant workers, contract and casual labourers come under this category
3. **In terms of specially distressed categories**

   Toddy tappers, scavengers, carriers of leads, drivers of animal driven vehicles, loaders and unloaders, belong to this category.
4. **In terms of service categories**

   Midwives, domestic workers, fishermen and women, barbers, vegetable and fruit vendors, newspaper vendor's etc. come under this category

IMPORTANT CHARACTERISTICS OF UNORGANIZED LABOUR

- Increasing size of unorganized labour.
- Increasing casualizations of employment - acute poverty- hire and fire policy- no job security.

- Poor quality of employment in terms of income received and the work environment – unclean and unsafe.
- No guarantee for payment of minimum wages.
- High incidence of bonded labour and child labour.
- Absence of social security package.
- Hardly any protective – welfare legislation coverage.
- Long hours of work – non payment of overtime wage
- Hardly any organized trade unions.
- Weak bargaining position – often employer – employee relationship unclear
- Vulnerability to various occupational diseases.
- Accidents causing injury resulting in death and disablement.
- The weaker position of women labour in India is reflected both in rural participation rates as well as in lower wages. Women's real wages are 51% lower than that of men's. This gives rise to lower literacy and lesser gainful employment.

The two important Laws passed in 1970's in order to improve the conditions of the construction workers, are Contract labour (Regulation and Abolition) Act, 1970; and Inter State Migrant Workmen (Condition of service & Regulation & Employment) Act 1979) along with Minimum Wages Act. These laws are to bring about substantial improvement in wages and working conditions of the construction labourers.

As the Construction Workers are a shifting population and work under irregular employer- employee relations, none of the laws- Labour Act, Contract Labour Act (Regulation & Abolition) Act, is implemented effectively. This is also true for Welfare Legislations like Maternity Benefit Act, Employees State Insurance Act, and

Provident Fund Act etc. In 1982, The Tamil Nadu Manual Worker (Regulation of Employment and Condition of work Act is enacted, which covered construction workers.

However, the schemes to go with it are yet to be implemented, except for a publication in April 1994, of a draft of the Welfare Scheme for construction workers, which called for objection and suggestions within a month. In 1986, the draft proposal of the Construction Workers (Regulation of Employment and Condition of Service) took final shape and is submitted to the Delhi Committee of the Lo k Saba. The National federation of Construction Labour (NFCL) is formed in 1991, which prescribed a new type of union work which had tried to form an organized structure to safeguard at all levels.

It is sad to note that only 1/4th formed the union while the vast majorities are not even aware of their rights. The fact is that construction workers live a weather- beaten life, wallowing in poverty, devoid of sound security measures and eke out a livelihood that did not bring any cheer. But at the same time, one could not fully blame the construction sector as such for this pathetic condition because the Planning Commission has just linked up with the National Institute of Construction Management & Research (NICMAR), Pune to make the construction sector an industry like any other industry status which has eluded this particular sector.

POLICIES CONCERNING UNORGANIZED LABOUR

There are about 8.5 million building and other construction workers in India as per the estimates of National Sample Survey (2001). These workers are one of the most numerous and vulnerable segments of the unorganized sector in India.

1. The Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

2. Building & Other Construction Workers' Welfare Cess Act, 1966.

Globalization means different things to different people, which is one reason why opinions of it differ so dramatically, Some proponents see it as not only inevitable but opinions of it differ so dramatically beneficial, if only we could distribute the benefits better. Yet many million experience it not as a progress, but as a disruptive, even destructive force, the wrong kind of Globalization has dominated. Corporate-led globalization, that it's, accelerated deregulation of commerce and investment, is the most advanced and the most destructive aspect of globalization, and the aspect which cries out for the United Nation's guiding hand to bring it under control.

To many millions of people the great gains of science, medicine and technology, let alone access to the internet, might as well take place on another planet, Mean while, criminal groups take advantage of porous borders and powerful new technology for their own nefarious aims. Although we have more wealth and technology than ever before, our poor people are increasingly marginalized. India has estimated 92% of its total workers in the unorganized sector which roughly constitutes 40% of the country's population. Among the women workers the figure is always 96%. The organized sector is only able to absorb 0.3 million leaving the rest to the mercy of the extensive unorganized sector. Most of the people end up either working in the agriculture sector, home based, industrial sector or self employed. Earning a pittance with out the stipulated minimum wages act taken into consideration.

CONSTRUCTION LABOUR IN INDIA

Construction activities are an integral part of the Indian economy and have attracted considerable amount of finances in both the public and private sectors. In fact, investment in construction during the last thirty years is more than the total investment made during the one fifty years of British rule. It is a flourishing industry

that has accumulated immense wealth in the hands of the builders resulting in the formation of a powerful builders' lobby in the country.

It is the second largest unorganized sector of industry employing more than two million workers. It is one of the few industries in which operations are discontinuous making the industry a mobile one. The industry uses several types of materials-wood, bricks, cement, lime, asbestos, toxic chemicals etc. Due to these requirements, the construction industry stands out as one of the major economic activities. Construction activity is also consistently providing a substantial contribution to the national income (about 5 percent).

Large parts of the unorganized and unskilled labour force in the country, both male and female, are employed in various forms of building and construction activity. Being labour intensive, it employs the second largest in the unorganized sector after agricultural labour. They are mostly rural migrants either landless or share croppers and marginal small landowners who came to the cities in search of work, being drawn from the same pool as the unorganized agricultural labour in the rural areas. This labour is extremely mobile due to the conditions and problems of employment in the construction industry, which is characterized by high turnover, use of contract labour, irregular employment, and bad working conditions, seasonal variability and dependence on suppliers of raw materials. A labour contractor recruit's labour through middlemen variously called Dalal, Mistry, Mukadam etc. This labour is mostly drawn from villages and is by and large illiterate, untrained and divided along caste lines, linguistic and other ethnic affinities.

The enterprises engaged in construction activity are equally diverse. They range from self employed individuals providing a service to private house owners in the local community to multinational firms operating on a global scale. However, the

vast majority of enterprises involved in on- site construction are small and local. Despite much talk of 'globalization', more than 95 percent of construction activity is still undertaken by firms from within the country, the region or the neighborhood.

STATUS OF INDIAN WOMEN

India has come a long way since independence. Women, who constitute nearly half of the population, play a very significant role in the homes and outside. The future of mankind is thus linked to the development of women's potential. Pandit Jawaharlal Nehru had said "To awake people it is the women who must be awakened. Once she is on the move, the family moves, the village moves and the nation moves." After independence the constitution has given equal opportunities to men &women on paper yet women remain secondary to men. Women are seen as the weaker segment of the society and passive beneficiaries of the developmental programmes. A common myth about women says that they are non workers. (National Perspective Plan for Women IX) (Manjusha Kharole, 2001).

WOMEN LABOUR IN CONSTRUCTION SECTOR

Construction is one of the oldest organized activities of human societies and has been employing a large segment of rural people much before in industrial development. As a result, the pre-industrial societies advanced intensive technique of construction, and established mode of interacting construction activity with the socio-economic structure of the society. The massive architectural monuments scattered all over the country provide the testimony regarding advanced state of techniques of construction in pre-industrial India.

During the industrialization phase, with the growth of urban metropolis, construction activities moved to the cities, with the planned economic development adopted during five year plans, construction activities especially in the form of socio-

overhead capital (SOC) like road, bridge, building, river dams, railway construction etc. developed in leaps and bounds.

WOMEN AND THE CONSTITUTION

Art: 14 confer on men and women equal right and opportunities in the political, economic and social spheres.

Art: 15 prohibit discrimination against any citizen, among others on the grounds on sex.

Art: 15 (A) (e) imposes a fundamental duty on every citizen to renounce practices derogatory to the dignity of women

Art: 15 (3) makes special provision enabling state to make affirmative discriminations in favour of women

Art: 16 provides for equally of opportunities in matters of public appointments for all citizens.

TAMIL NADU CONSTRUCTION WORKERS WELFARE BOARD

In the year 1982, the Government of Tamil Nadu enacted, 'The Tamil Nadu Manual Workers (Regulation of Employment and conditions of Work) Act, 1982 to regulate the conditions of work of manual workers engaged in employments in the unorganized sector.

The employments in construction and maintenance of dams, roads, bridges, stone breaking of stone crushing, construction of Pandals, Brick Manufacturing (other than those covered under the factories Act) and any other building operations are listed as item 10, 11, 17 and 18 of the schedule to the Act of 1982. The Government of Tamil Nadu established the Tamil Nadu established the Tamil Nadu Construction Workers Welfare Board for the welfare of the 38 categories of workers involved in construction activities.

Funds:

The Government in G.O.Ms.No.222. Labour and Employment Department, dated 1.11.94 notified that all the persons and agencies engaged in any construction work should pay 0.1% of the total estimated cost of the proposed construction work, towards the Manual Workers General Welfare Fund. In G.O.Ms.No.95, Labour and Employment Department, dated 2 .7. 97, the Government issued orders increasing the contribution to the Manual Workers General Welfare Fund from 0.1% to 0.3%. This contribution to the manual workers general welfare fund is collected from the individuals and agencies at the time of the approval of the plans for the proposed construction. The contribution is also received from the Government Departments/ Undertakings. As on 31.10 .2003 the construction workers welfare board has Rs. 68, 11 crores as savings.

Constitution of the Board:

The Board consists of members representing employments and Manual Workers in equal numbers. Members representing the Government are also appointed whose number does not exceed one third of the total number of members. The Commissioner of Labour who is one of the members representing the Government is the Chairman of the Board.

At present 24 members are appointed to the Board as indicated below

Members representing Government - 6

Members representing Employer - 9

Members representing Workers - 9

Welfare Measures:

Through the Tamil Nadu Construction Workers Welfare Board, the following welfare schemes are made available to registered construction workers.

Group Personal Accident Insurance Scheme

All registered construction workers have been insured with the 'UNITED INDIA INSURANCE COMPANY LIMITED' under group Personal Accident insurance Scheme in the event of an accident death to a registered construction worker a sum of Rs. 1,00,000/- is paid to the nominee of the deceased in the event of Non-Fatal Accident for the loss of limbs, eyes etc. Compensation is paid up to Rs. 1, 00,000/- depending upon the percentage of the loss. Up to 31.10. 2003 a sum of Rs. 2,84,50,000/- has been paid to 294 nominees of Registered Construction Workers who have died in accident and a sum of Rs 15, 95, 550/- has been paid to the 98 registered construction workers who have sustained injuries.

Educational Assistance:

Assistance for the education of the son / daughter of a registered construction worker is given below:

10th Pass - Rs. 1,000/-

12th Pass- Rs. 1,500/-

This facility is extended only to two children of a registered construction worker. Up to 31.10.2003 a sum of Rs .41,64,750/- has been paid to the 4,487regisered construction workers for 10th Std, a sum of Rs. 47,59,500/- has been paid to the 2,530 registered construction workers for 12th Std.

Education Assistance to the Children of Registered Construction Worker is also given for the following course (Higher studies) every year as indicated below.

	Day Scholar	Hostellers
Bachelor Degree	1,500	1,750
Master Degree	2,000	3,000
B.E./ M.B.B.S/ B.V.Sc	2,000	4,000
Professional Master Degree	4,000	6,000
I.T.I / Polytechnic	1,000	1,200

Up to 31.10.2003 a sum of Rs.8, 01,650/- has been disbursed to 495 Registered Construction workers for higher education.

Marriage Assistance:

A sum of Rs. 2000/- is paid to meet the marriage expense of a registered construction worker of the son/ Daughter of a registered construction worker. This assistance is given only twice is respect of marriage of son or daughter. Up to 31.10.2003 a sum of Rs 78, 28,000/- has been disbursed to the 4,608 Registered Construction Workers.

Maternity Miscarriage of Pregnancy / Termination of Pregnancy

A sum of Rs. 2000/- is paid towards this scheme to a registered women construction worker. This assistance is given only twice. Up to 31.10.2003 a sum of Rs. 2, 73, 000/- has been disbursed to the 138 registered women Construction Workers.

Assistance of Funeral Expenses:

In the event of the death (either natural or accident) of a registered construction worker, the nominees are paid a sum of Rs. 2000/- to meet the funeral Expenses. Up to 31.10.2003 a sum of Rs 65, 88,000/- has been disbursed to 3,400 nominees of the Registered Construction workers.

Natural Death Assistance:

A sum of Rs 10,000/- is paid to the nominee of a registered construction a worker who dies naturally. Up to31.10.2003 a sum of Rs. 2, 67, 95,000/- has been disbursed to the 2,986 nominees of Registered Construction Workers.

Reimbursement of Cost of Spectacles

A sum of Rs. 250- is paid to 1000 Registered Construction Workers every year towards reimbursement of cost of Spectacle Assistance on Fist come First served basis. Up to 31.10.2003 a sum of Rs. 34,000/- has been disbursed to 136 registered Construction Workers.

Mode of Registration:

In order to avail various welfare schemes offered by the Tamil Nadu Construction Workers Welfare Board, a worker involved in the construction activity should register his/her name with the Board. The registration fee is Rs.25/-The registration has to be renewed once in two years. The renewal fee is Rs. 10/-. The registered construction worker is issued with an identity card at free of cost. For the purpose of Registration the construction worker should be identified by an employer engaged in construction industry, or a registered contractor or any Government organization or agencies engaged in building industry or registered with the

TAMIL NADU CONSTRUCTION WORKERS WELFARE BOARD, as on 31.10.2003. Up to 31.10.2003 a sum of **Rs.8, 12, 89,450/-** has been disbursed to **19, 172** beneficiaries towards various Welfare Assistance by this Board.

Categories of Workers Involved in Construction Activities who can Register with the Tamil Construction Workers Welfare Board. The 38 categories are as below:

1. Stone cutter or Stone breaker or Stone crusher

2. Mason or Brick layer
3. Carpenter
4. Painter or Varnisher
5. Fitter or bar bender
6. Plumber for road pipe work
7. Electrician
8. Mechanic
9. Well sinker
10. Welder
11. Head Mazdoor
12. Spray man or Mixer man (road surfacing)
13. Wooden or Stone packer
14. Well diver for removing silt
15. Mazdoor
16. Hammer man
17. Thatcher
18. Maistry
19. Blacksmith
20. Sawyer
21. Caulker
22. Mixer (including concrete mixer operator)
23. Pump Operator
24. Mixer Driver
25. Roller Driver
26. Kalasis or sarang engaged in heavy Engineering construction like heavy machinery, bridge work, etc.,

27. Watchman

28. Mosaic Polisher

29. Tunnel Worker

30. Marble / Cuddapah stone worker

31. Road Worker

32. Rock breaker and Quarry worker

33. Earth worker connected with construction work

34. Worker engaged in processing lime

35. Worker engaged in anti sea erosion work

36. Any other category of workers who is actually engaged in the employment in construction or maintenance of dams, bridges, road or in any building operations.

37. Pandal

38. Bricks Manufactory (other than Factories Act)

Registration Procedure

In order to avail the various welfare assistances provided in the Tamil Nadu Construction workers Welfare scheme, a worker engaged in any of the categories of workers specified in the scheme should register his /her name with the Board. The registration fee is Rs.10/- The registered construction worker is issued with an identity card free of cost. For the purpose of Registration, the construction worker should be identified by an employer engaged in construction industry for the purpose if trade of trade or business or a Registered Contractor or any Government organization or agencies engaged in building industry or registered Trade Union. In Tamil Nadu, the registration of the construction workers is being carried on at the office of the Labour Department.

LAWS PERTAINING TO THE UNORGANIZED SECTORS.

Minimum Wages Act, 1948.

An Act which provides for fixing minimum rates of wages in certain employments (mentioned in schedule)

- Minimum rates of wages shall be fixed for the whole state - for a part of the state or for any specified class or classes of such employment in the whole state or part there of .
- Review at such intervals as the Government may think fit, but such interval should not exceed five years.
- Minimum time rate - a minimum rate of wages for time work.
- Minimum piece rate - a minimum rate of wages for piece work.
- Guaranteed time rate - a minimum rate of remuneration to apply in the case of employed on piece work for the purpose of recurring to such employees a minimum rate of wages on a time and work basis.
- Overtime rate - a minimum rate to apply in substitution for the minimum rate which would otherwise be applicable, in respect of overtime work done by employees.
- Different minimum rates of wages may be fixed for different employments / different classes of work / adults, adolescents, children and apprentices / different localities - may be fixed by hour, by day, by month or such other larger period.
- Minimum rates of wages may consist of a basic rate of wages and a special allowance – as nearly as practicable with the variation in the cost of living index number applicable to such workers.

- A basic rate of wages with or without of living allowance, and the cash value of the concessions in respect of supplies of essential commodities at concession rates.
- An all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions.

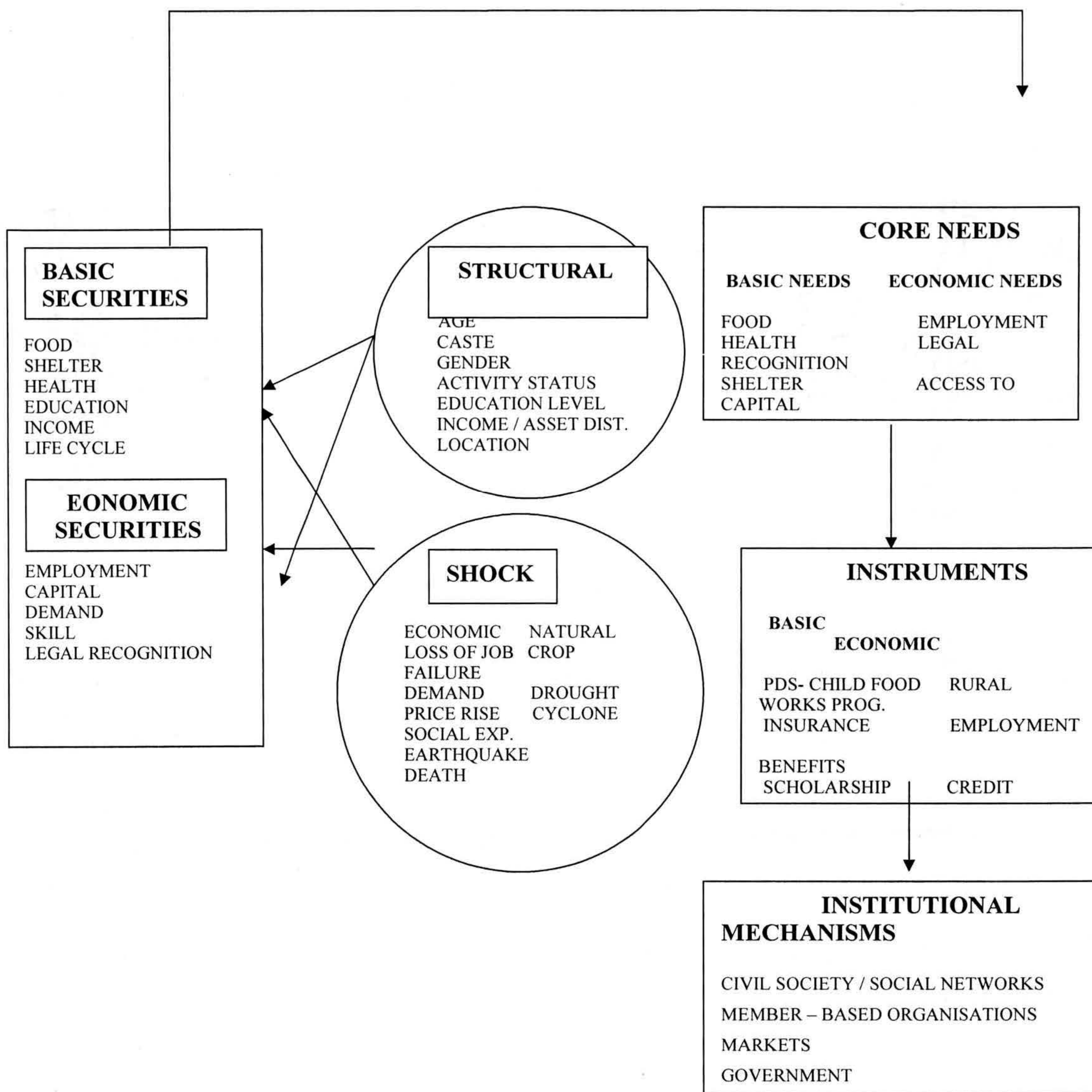
Workmen Compensation Act, 1923.

- One of the social security legislation protecting workmen, from hardship faced out of accident, employment injuries in occupation.
- Employer is liable to pay compensation for any personal injury caused to a workman by accident arising out of, and in the course of his employment
- Compensation cannot be claimed for any injury which is directly attributable.
  - The workmen have been under the influence of drink or drugs.
  - Workman violating any rule expressly framed or willful disobedience for the purpose of securing the safety of workman.
  - Willful removal or disregard by the workman of any safety guard or other device provided for the purpose of securing the safety of workman.
- A workman employed in any employment contracts any occupational disease specified in the schedule peculiar to that employment, the contracting of the disease shall be deemed to be an injury by accident and shall be deemed to have arisen out of and in the course of employment.
- Workman means any person except those who are not employed for the purpose of the employer's trade or business.

The social security schemes for construction workers are presented in the following diagram

Social Protection for the Informal Economy, (Jeemol Unni and Uma Rani, 2001).

Sources: Indian Journal of Labour Economics,(2001).



STATEMENT OF THE PROBLEM

The researcher has undertaken a study on women construction workers. Having worked with various occupational groups the researcher has found that women in the unorganized sectors are facing multiple problems. They are burdened to run the family as well; they work very hard from dawn to dusk to eke their livelihood. There is no decent wage guaranteed to them by their employers. They lack job security and face gender discrimination which is more prevalent especially in the unorganized sectors. Women strive hard, even to the level of negating their health; they are more prone to occupational health hazards. Therefore they are subjected to exploitation of labour, as rightly pointed out by Karl Marx "there is alienation of the person from the work". The social security schemes entitled to them is a far fetched dream. There is a burning desire for women workers to educate their children; they strongly believe that they can empower their children. They strive to educate them in order to enhance their quality of life. Both in the domestic and occupational fronts, their life is a continuous struggle.

The study is undertaken in Tambaram Taluk which is growing with IT sector and city expansions towards the suburban areas because of the availability of land. On the one hand, migrant population from the rural sectors is growing rapidly owing to the fact, that due to agricultural failure, people are pushed form the rural areas towards the urban sectors. Almost all of the respondents are unskilled workers hence once they leave their native village they tend to take up job in construction industry. Thus the researcher has focused on the plights on the workers, due to the impact of growing IT sectors. Tambaram is a predominant area with a hub of economic activity. There are many major construction activities that are going on in the field of study. The new construction projects coming up are MRTS (Mass Rapid Transit System),

over head bridges the World Bank aided underground drainage, along with it there is increasing mushrooming of Engineering colleges that are sprouting around the suburban areas on par with the IT corridors, drawing more job opportunities. Unfortunately these people who get absorbed in the informal sectors land up in pitiable job conditions, with less pay and their lives are miserable as they are exploited both economically and socially.

The migrant populations are pushed up to take up such unskilled jobs merely to eke out their livelihood. One has read heart rendering events in the daily papers highlighting the plights of the urban poor working in the construction industry. A recent article (the Hindu dated February 2008) brought out the death of a worker 30 years who fell to death when iron scaffolding at the construction site of IT sector building in Thoraipakkam. The main builder is a leading player in the construction industry in association with a Singapore based company who had given the contract of plastering the building to another private firm. Lack of practice of effective safety norms is becoming a burning issue. Another issue has been the shortage of materials that hit the construction work which led to marginal rise in steel, cement and bricks, which would also hit the employability factor of the people. The women workers have jobs only for 2, 3 or 4 days in a week. This speaks volumes of the insecurity of the workers in the industry. The most pathetic issue is the death of a women worker, who fell from the third floor of a building under construction and died Feb 29, March 2008 as quoted in (The Hindu March 1, 2008), due to the fact that Thaithamma (28) and two of her male colleagues were giving finishing touches to a third floor in Ramapuram when the wooden scaffolding that they were perched on, gave away. All three who fell were taken to the Government hospital. The woman worker died on the way. This is a sad episode, as women are the most vulnerable group in the

unorganized sectors. They work on par with men, they do hard physical labour. They are not protected with safety measure which only leads to fatalistic death. These few episodes, speak volumes of the problems that women face in the construction work. Having understood the in depth of the problem the researcher chose to undertake the study, to bring out the realities and also influence policy change among higher authorities and Non–Governmental Organizations working for the cause and there by enable all state holders to enhance the quality of life of women constructor workers, without whose sweat and blood one cannot dream of a beautiful Chennai. The researcher has taken this study to highlight the core issues related to women construction workers and they by enhance their quality of life.. The study highlights the problems the women workers face.. They suffer due to their dual roles played by them. They have to take care of their family as well as toil hard in their work spot. Besides, they face hardships due to the prevalence of alcoholism of their spouse .Their health and personal well being are also affected which affects their family as well as their occupational life and also lowers their self–esteem. When there is lack of marital disharmony at home, they also get affected in their work performance. They are also exploited by their employers. As there is no job security they are forced to work hard with pittance income. This has a direct bearing on their quality of life .The researcher aims to highlight their life in a holistic manner, hence the study undertaken by the researcher is a holistic study of the women construction workers. The study highlights about how these women are struggling not only in the home but also in the work spot to eke their livelihood and in the bargain suffer due to the dual roles played by them. They have to take care of the family and also they have to toil in the work spot to earn their livelihood. These factors cause great physical and mental stress to the women construction workers.

SIGNIFICANCE OF THE STUDY

Women in the current scenario are struggling hard to make both ends meets. They toil from dawn to dusk to keep their fires burning at home. As a field worker the researcher has observed their way of life and the hardship faced by them. She had the opportunity to work directly with women in the unorganized sectors. Her constant interaction with the women at the grass roots inspired the researcher to under take a detailed study of the women construction workers. A special mention here would be Mazdoor Mazdan a federation headed by Mrs.Geetha who is an inspirational force for the researcher who strives relentlessly for the cause of the downtrodden. The researcher visited several parts of Chennai and has observed that the women in the construction industry are placed in the lowest rung of the ladder, eking out their livelihood through hard labour .Irrespective of their age they struggle to earn a days living by standing desperately at the junctions to be picked and chosen as a privileged one to earn their bread.

Unlike other jobs they are not ensured their regular wages ,they have no bargaining capacity, they have no safety measures, whether young or old they are on the street waiting eagerly for them to be employed for the day. They know not their employer for the day, or the timing or the place. It is blind folded trepidation towards reaching their destination with a ray of hope that their fires wood be burning for the day.

Women are most vulnerable in the construction industry, they are chosen based on the age and physical valor, for the work involves carrying the heaviest of loads, with bare feet under the scorched sun, climbing long and steep ladders. Even during pregnancy they perform their duty. The International Labour Organization has clearly spelt out maternity benefits. The western countries are spelling out paternity

benefits, but what about our women?, can she ever speak of those acts? Is she even aware of the existence of those acts! Let's ponder and see, whether the constitutional laws to protect the right of woman as per article 14 equality before law, is ever exercised for these women who are silently exploited and are unheard off.

Article 21 focuses on the right to livelihood but even to get two square meals a day is a question mark. Women of the unorganized sector age prematurely due to lack of proper health care, early marriage has increased their family size, but their economic conditions remain low. Nutritious food and education, leave alone quality education is a distant dream. Labor welfare schemes for the unorganized sector are fairly organized but are with weak bonds, unions exist but they are dormant features of industry. There is a wide gap between the scheme and the recipient as Karl Marx as rightly pointed out; there is 'alienation of person from his or her labour'. "She builds our house but she is no where to receive its shade, while she sees that the finest piece is completed, she is not there to touch her hand work once her creation is over".

Having introduced the theme of the study in this chapter, the researcher will present the review of literature in the following chapter.

CHAPTER – II

CHAPTER – II

REVIEW OF LITERATURE

INTRODUCTION

The researcher organized her review of related research to help one understand the basic concepts related to the study, which would pave way for better understanding of all the major concepts pertaining to the unorganized sectors. The researcher has focused on issues related to migration since majority of the respondents have traveled to urban areas in search of livelihood. The researcher further goes on into the various dimensions of the unorganized sectors and issues related to unorganized sectors. Thus several studies focusing on the plights of the unorganized sector have been dealt with from studies undertaken by other authors to gain a deeper insight into the study. The researcher further moves on to the plight of women in construction sectors with specific areas chosen under study. After vividly explaining the plights of the construction workers, the researcher deals with the policy initiatives pertaining to the unorganized labour force and the human rights perspectives of the study. Thus the review has been arranged in such a way as to help one understand the concepts related to the studies, the issues related to unorganized sectors, based on empirical studies and the plight of the women construction workers. The policy frame work of the unorganized sector with specific reference to the construction sector based on ILO convention has been discussed in detail. This chapter concludes with the theoretical frame work relevant for empowering women in unorganized sectors.

I. What is Informal?

The last two decades have witnessed extensive discussions about the desirability of data collection on the informal sector. Some attempts have also been

made to collect data pertaining to this sector, though it has no standard definition. The term 'informal sector' is being increasingly used in various forms in different contexts. It is mostly referred to or used interchangeably and synonymously with the unorganized sector or with some slight modification thereof. This has given rise to certain confusion as to whether these are the same; and in case they differ only in certain minor details, whether there is any need for creating an altogether new nomenclature. The term 'informal sector' first appeared in the report of a comprehensive employment mission to Kenya undertaken by ILO in 1972. In the context of employment, one of the main findings of the mission was that in a developing country like Kenya, the main problem was not unemployment but the existence of large numbers of 'working poor' many of whom have been working very hard in the production of goods and services but whose activities have not been recognized, protected or regulated by the public authorities.

This phenomenon is labeled in the report as the 'informal sector' and explained in terms of the inability of the other sectors of the economy- agriculture or other rural activities on the one hand, and modern industry and services on the other to provide adequate income or employment opportunities to a rapidly growing labour force . The informal sector in India has been a major part of the economy. It has been providing employment to a substantial number of people and is also contributing significantly to the national output. The size of the sector in terms of enterprise, number and employment has remained quite stable from 1984 onwards, (in fact, marginally decreasing during 1984-94 but increasing thereafter) and in 2000, there are 17 million enterprises in the IMS providing jobs to around 37 million people. A large body of literature on the manufacturing sector focuses on the organized sector

(Chaudhuri, 2002; Goldar, 2000; Nagaraj, 2000). However, the share of employment in organized segment of the manufacturing sector is only about 20 per cent with the rest 80 cent being generated in the unorganized segment. With our focus on and interest in employment, it is important to study this segment more closely. The difference between organized and unorganized sector is based on the organization and nature of problems in employment in this sector. The difference between these two is not functional as between agriculture industry and services because these functions may be found in both the sectors. Labouring women in the informal sector are important segment on the labour force. According to an estimate of the National Commission on Self Employment of Women, 94 per cent of the total female work force operates in the unorganized sector. The coverage of labour laws has not benefited these women workers in many areas including wages, working conditions, maternity benefits and social security.

The definition of social security deserves close attention because it is the basis for policy choices and prescriptions. The International Labour Organization (ILO) first proposed a comprehensive definition of social security. "The protection which society provides for its members, through a series of public measures, against the economic and social distress that other wise would be caused by the stoppage or substantial reduction in earnings resulting from sickness, maternity, employment injury, unemployment invalidity, old age and death; the provision of medical care, and the provisions of subsidies for families with children" (ILO, 1989).

ISSUES RELATED TO MIGRATION

Internal Migration: From Rural Marginalization to Urban Vulnerabilities

Transnational and internal migrations cannot be studied independently of one another since both unfold within the larger framework of development practices and economic policies, structures of inequality, and the social and cultural practices that inform them. Internal migrations, in their historically emergent patterns of shifts and continuities, show a similar link between state policies, poverty and migration. Development practices followed by the state in colonial as well as independent India have simultaneously resulted in dispossessions, displacements, and landlessness; has resulted in the destruction of their environment and restrictions on access to forests, and depletion of livelihood resources-their fields, rivers and common lands. Moreover, nothing substantial seems to have been done by the government on the poverty alleviation front even as rural poor bear the brunt of liberalization policies. Moreover, government policies in the 1980s and 1990s have aggravated conditions of poverty, by forced closures of factories and mills that affected both rural and urban economies. In many states common grazing lands are now leased to corporate houses, rather than being distributed to the rural poor to strengthen their livelihood base. A large number of the rural poor are hit by drought as well as huge power tariffs, soaring input costs, fake pesticides and corruption in food-for-work programmes, migrated to the cities, heading primarily for Mumbai, Pune, Hyderabad, and other cities in Gujarat, Rajasthan and Orissa, to work in some of the toughest construction projects in the cities. The meagre work available in their own district is concentrated in the hands of contractors who grabbed all government projects and preferred to bring labourers from outside so that they could be kept in submission.

Most of those who left their villages in busloads are small farmers and landless workers, Lambada Adivasis, and poor Dalits, who just locked up their houses, or in some cases left behind the oldest member of the family. They have been starving, as there is no scope for agriculture. The costs have been too high. In a month, they could not find more than three or four days of work. All this has made life too hard for them. Water scarcity is yet another problem. In the emerging economic and demographic configuration, leading to substantial restructuring of traditional division of labour and relocation of women's economic roles from self-supporting agricultural labourers to migrant wage workers and casual labourers, women have been absorbed at the lowest levels as cheap labour, earning less than men and being sexually exploited by managers, supervisors and fellow male workers.

The transnational migrations when uncritically acknowledged as a distinctive aspect of globalization disregard the uneven and hierarchical relationships within the international system which inform population flows. The processes of uneven development set in motion by colonization continue to unfold with the integration of post–colonial societies into the world economy as dependent and subordinate partners. The presence of multinational companies, the burden of external debts and dependence on export – led growth has assured their continued dependence. The importance of women in the new migration flows manifests changes in the international labour market that has witnessed a growing demand for traditionally female jobs in the domestic sector, e.g., maids, nurses and entertainers (women working in the sex industry, dance bars, etc.) and labour intensive sectors in the garment and textile industries. The development of demand in the domestic, entertainment and labour intensive sectors, and the employment of immigrant women

in them, reveals one of the main aspects of the new migratory process: a shift in the economic insertion of immigrants from the industrial to the service sectors and to the informal economy. In other words, there are areas in the international labour market that demand immigrant labour, and the specificity of this demand primarily concerns the female labour force (Lim 1989).

Transnational migration has, moreover, unfolded as a continuing process of exclusion and deprivation, where by state policies have promoted migration but withdrawn from assuring protective support. Moreover, the fact that women in the process of migration are being pushed into highly privatized work in unfamiliar environments not only renders their work invisible and outside the purview of laws, but also makes them vulnerable to exploitation and to physical and sexual abuse.

The issue of shrinking space for livelihoods in the countryside and lack of other local employment, with survival becoming more precarious due to the privatization of common property resources, driving the rural population out of their homes, has been brought out in some of the recent studies on migration. The access to uncultivated fields in villages for grazing, for gathering firewood needed for fuel or an opportunity for earning a little extra income by sale of forest produce is no more available to landless households, accentuating the exclusion of rural and tribal communities.

In the emerging economic and demographic configuration, leading to substantial restructuring of traditional division of labour and relocation of women's economic roles from self-supporting agricultural labourers, women have been

absorbed at the lowest levels as cheap labourers , earning less than men and being sexually exploited by managers, supervisors and fellow male workers.

For thousands of years, people have been moving from one region to other in search of improved livelihoods and better opportunities. The sources of early migration flows were primarily agro – ecological, related to population expansion to new settlements or to conquests. Indian emigration abroad was one consequence of the abolition of slavery and the demand for replacement labour. They left for British, Dutch and French colonies to work in plantations and subsequently for the tea and rubber plantations of Southeast Asia. Growing industrialization only added to the demand for labour. More and more women are opting to migrate, in search of better economic stability. The International Labour Organization estimates that 50 percent of the 175 million migrants around the world are women. Women have always been vulnerable to various forms of discrimination and abuse all of which is compounded when they join the unorganized sector.

ISSUES RELATED TO UNORGANIZED SECTORS

The Unorganized sector (Work, Security and Social protection)

In recent years there has been a growing awareness of the existence, importance and needs of the unorganized sector. Organized sector workers are distinguished by regular salaries, jobs with well –defined terms and conditions of employment, clear- cut rights and obligations, and fairly comprehensive social security protection. The unorganized sector workers and producers include agricultural labourers, small and marginal farmers, forest workers, fisher folk, beedi rollers, garment stitchers, construction workers, rag pickers- people involved, in an

innumerable variety of tasks and employments. Having no fixed employer, these workers are casual, contractual, migrant, home- based, own-account workers who attempt to earn a living from whatever meager assets and skills they possess.

Given the nature of employment in the unorganized sector it is to be expected that the returns from their work tend to be low and uncertain. Most workers do not have year –round employment, and even when employment is available, the income is low. In this connection it is worth noting that 39.7 per cent of India's population is reported to be living under the poverty line, all of them from the unorganized sector.

Social Security in the Unorganized Sector

The size of the unorganized sector indicates its importance as a major force, both economically and politically. Additionally, the unorganized sector is a major contributor to the gross national product of the country, contributing about 63 per cent of the country's national income in 1994- 95. These numbers point to the urgent need to deal with issues of social security for these workers and producers. Historically, the system of social security in India, as elsewhere, was started with the organized sector. The first social security legislation was the Workmen's Compensation Act, 1948, which covered medical costs and risks of the workers, the Employees' provident fund and Miscellaneous provisions Act, 1952, which provided for some security after the working life was over. These Acts were followed by the Maternity Benefit Act, 1961, to compensate for loss of earnings during maternity, and the payment of Gratuity Act, 1971, to compensate for loss of employment. All these Acts are applicable to certain occupational groups in regular employment in comparatively large establishments such as factories, mines and plantations employing 10 or more persons. In course of

time, while the application of the Acts was extended to more and more such groups, the large mass of workers tended to remain uncovered by any social security. In recent years, however, due to pressures brought on the state and society by the growing awareness within the unorganized sector, concern is increasing being expressed and attention being given to extending legislative and social security protection to this sector. At the international level too, the International Labour Organization recognized, for the first time in 1986, the need to address the question of how better to assist in all respects, the message of the unorganized workers lacking adequate social protection.

- Those who are employed on a more or less basis, in establishments which are outside the scope of the existing social security legislation.
- Those who are employed as casual labourers, intermittently on contracts, with uncertainty regarding employment and income.
- Those who are own- account workers and producers, including small and marginal farmers, who may occasionally hire the labour of others.
- Those who do a variety of jobs from day to day, from season to season, and often even within the same day.

The informal sector is a vast area consisting of the non-protected workforce; both men and women face hardships. Problems of women workers get further exacerbated due to societal indifference and the practice of various types of discrimination against them. This sector generally employs a larger number of women than men throughout developing countries so it is in India. A majority of them work as home – based producers on piece rate, contract workers in manufacturing, unpaid

family workers, construction workers petty vendors/ hawkers and domestic workers in this sector. They face gender- based discrimination and also sexual harassment.

Jhabvala Renana Subrahmanya R.K.A (2000) has highlighted the plight of women in the unorganized sector. Some of the findings are presented here.

The working conditions of majority of unorganized workers (consisting of about 93 per cent of the workforce) are terrible, but often go unnoticed on account of complete apathy on the part of the employers and lack of will on the part of the state to introduce and implement strict norms. In particular, the women unorganized workers are treated very badly in the workplace since they typically come from inherently vulnerable socio–economic background and have poor bargaining power against the employers. While the proportion of women entering the workforce has been increasing over the past decade, much of this employment has been in the unorganized sector with little or no regulations. It is thus important to examine the status of women workers in the unorganized sector with specific reference to the working conditions they face. In this paper we look at working conditions of agarbathi rollers and garment workers in Karnataka.

Agarbathi manufacturing is a highly labour – industry characterized by low capital requirement and simple technology. The production process in the industry involves the acquisition of the raw materials. Mixing, rolling of agarbathis, drying, perfuming, packing and dispatching them. The industry employs both men and women but nearly 90 per cent of the workers are estimated to be women (Bajaj, 1999). Women mostly carry out the agarbathi rolling, while the men undertake the task of perfuming. Packing is a task that is usually undertaking both by women and

men, more by the former than the latter. In this production process, the value addition takes place mostly after the rolling is complete.

Nearly 40 per cent of the sample workers were Muslims, while around one third belonged to the Scheduled Castes. The data revealed that less half the workers had their own houses, while 95 per cent had acquired independent electricity connections. More than 90 per cent had access to either individual or community sanitation facilities.

As of March 2006, the Karnataka Government has stipulated minimum wages for the agarbathi workers depending on the type of work they undertake- such as rolling, perfuming, packing, etc. among the rollers. There are different rates specified for rolling of agarbathi sticks of different lengths between 6 and 13 inches. The smallest amount supposed to be paid by the employers is Rs. 23.75 per 1000 agarbathis rolled – this is for the 6 inches agarbathis. One would expect that if not in the case of the home–based workers.

The working conditions are another important aspect of unorganized sector work, and are of particular importance to the women workers. In the factories, typically 10-20 agarbathi rollers are accommodated in small rooms which are poorly lit, poorly ventilated and very cramped. Due to the charcoal and jigat powder that is used, the walls of the rooms are dark with soot, which makes the lighting even worse. The sawdust that the workers dip their hands in while rolling leads to clouds of dust in the rooms. **D.Rajasekhar, J. Y. Suchitra and R. Manjula (2007)** have presented similar findings in their study on women in the unorganized sector.

The unorganized sector plays a vital role in terms of providing employment opportunities to a large segment of the workforce in India. About 92 per cent of the total employment in the Indian economy during the period 1999 -2000 was accounted for by the unorganized / informal sector (NSSO, 55^{th} Round, 1999-2000). In most states, the share of informal workers is approximately the same as the national average. In West Bengal, 89 per cent of the male workers and 94 per cent of the female workers were unorganized workers. As shown by Unni and Rani (1999), due to a steady decline in the informal sector, a larger section of the growing labour force is being absorbed in the informal sector, resulting in a progressive increase in employment in that sector.

The majority of the domestic workers are women with the world's estimates putting the proportion at 90 per cent. The predominance of women in this type of occupation reflects a traditional attitude that household chores are women's work. Actually a large number of poor illiterate and semi-literate urban women are engaged in this activity. **(Amit Kundu, 2007).**

In Kolkata district, out of the sample of 300 part- time domestic workers, 90 (30 per cent) belong to the Scheduled Caste (SC) category, 38 (12. 67 per cent) to the Scheduled Tribe (ST) category and 172 (57.33 per cent) belong to the general category. In case of the sample of 100 full –time domestic workers, the corresponding percentages of the above mentioned categories are 22 per cent, 10 per cent and 68 per cent, respectively. Therefore, it is observed that more than 50 per cent, of the sample respondents of both types of workers belonged to the general category. As regards the literacy level of the female domestic workers, 58 per cent of the part-time workers

and 39 per cent of the full- time workers are totally illiterate. Only 32 per cent of the part-time workers and 52 per cent of the full –time workers have gone to primary school, while 9.4 per cent of the part time workers and 5 percent of the full – time workers have gone to junior high school after completing primary education and a mere 6 per cent of the part –time workers and 4 per cent of the full –time workers have crossed the secondary level of education. Thus, most of the respondents among the sample of domestic workers of Kolkata are either illiterate or barely literate. Majority of the urban informal workers live in poor areas. Characterized by sub-standard housing, overcrowding and adverse environmental conditions. Among the informal workers, the distinction between poor working and living conditions often become blurred and both contribute to the broader problem of poverty. An assessment of the living conditions of the domestic workers necessitates a study of the housing condition of the sample respondents. The sample survey shows that out of 300 part – time domestic workers, 70 (23.33 per cent) have their own house and 108 (36 per cent) live in temporary shelters.

It has already been mentioned that in most of the states of India, work is still unrecognized. So the domestic workers are deprived by the state law occupational benefits including regular and fair wages, paid holidays, safe conditions of work, and pension, among others. This category of work has been totally ignored in the unorganized sectors social security Bill, 2005. The only few exceptions are the states of Tamil Nadu, Kerala and Karnataka. Karnataka became the first state to fix a minimum living wage for domestic workers in 2004. It was fixed at Rs. 1600 per month for an eight- hour day of domestic work. But that cannot be called a living

wage. In Tamil Nadu, domestic workers are recognized as part of the unorganized sector and can also form work unions.

The unorganized sector in India is expanding steadily in terms of its size and its geographical spread. Yet, this sector has not attracted as much attention from researchers as it deserves. Among the recent studies on this sector in India, the empirical works undertaken by Venkataratnam (2000), Sankaram (2000), Kurien (2000), Sinha (2000), Chandra and Pratap (2001), Vatsa (2005), Pranesh (2005), Roy Chowdhury (2005), and Madhavi (2006), are considered important as these studies have: (i) provided a framework for systematically studying the issues pertaining to the workers in this sector; (ii) brought out findings that provide an overview of the conditions of work, rights of workers, unionization, and role of labour administration in the unorganized sector; and (iii) offered practical suggestions that would influence the policy – makers concerned with the issues of the workers in the unorganized sector.

From the existing literature on the unorganized sector in India, it is clear that empirical works on the beedi workers in Orissa are conspicuous by their absence. This is despite the fact that the beedi workers constitute about one- fifth of the total number of non-agricultural workers in the State. The beedi industry in Orissa came into existence after the entry of the Mughals into this part of the country. The abundant availability of Kendu leaf, the main raw material for beedi making, in the state is one of the factors responsible for the establishments of a large number of beedi-making units in Orissa. According to the official sources, there are 2.05, 146 beedi workers in the Sate who are engaged in 254 establishments that were issued licences under the

Orissa Beedi and Cigar Workers Conditions of Employment Rules, 1969. This number includes 7.623 workers engaged in the industrial premises of the establishments, and 1, 97,523 home workers engaged by theses establishments. While the home workers were engaged in rolling beedis the raw beedis, bundling, packaging and labeling, and then storing them. Apart from the license – holding beedi manufacturing establishments, there are several establishments that are operating in the state without obtaining licenses under the OBCWCER, 1969. These establishments engage about five lakhs workers, including about 4.03 lakhs home workers. Thus, altogether, there are about seven lakhs workers, including six lakhs home workers, in Orissa.

Two sets of legislations are applicable to the beedi workers. One set pertains to legislations that are exclusively meant for regulating the conditions of employment of beedi workers and their welfare. They are: the Beedi and Cigar Workers Act, 1966, the Orissa Beedi and Cigar Workers Rules, 1969, the Beedi workers Welfare Cess Act, 1976, and the Beedi Workers Welfare Fund Act, 1979. The other set relates to general social security legislations, including the Employments' Provident Fund and Miscellaneous Provisions Act, 1952, and the Employees state Insurance Act, 1948.

1. At present, the beedi rollers are paid 45.20 for rolling 1000 beedis. Normally, the average daily output of a beedi roller, who puts in 10 to 12 hours of labour in a day, is 800 to1000 beedis. Thus, a beedi roller in the State earns a maximum of Rs. 45, 20 in a day, assuming that the rejection rate of beedis rolled is nil.
2. The plight of the beedi rollers in the western region of the State is even worse than that of other workers. In this region, they are paid a piece- rate of Rs.

36.16 for rolling 1000 beedis, which was fixed by the State government in 2001. Although the Government revised the piece – rate of beedi rollers in 2005, the same is not being paid by the agents of the beedi establishment owners in this region.

3. The beedi workers who are engaged by the owners of the beedi establishments operating without license under the OBCWER, 1969, are not provided any of the benefits which the beedi workers are entitled to under various legislations.
4. Although 2, 05,146 workers are employed in the establishments holding licenses under the OBCWER, 1969, only 1, 55,127 workers have been issued identity cards by the Government. Reportedly, this mismatch is basically due to the fact that the identity cards have been issued by the Labour Welfare Organization without authorization of the employers of the beedi establishments in the Sate.
5. Under the OBCWER, 1969 the owners of the beedi establishments are required to supply Home workers Log Books to the beedi rollers. But they do not supply these, thereby taking undue advantage of the poorly organized and inadequately deployed inspecting machinery of the State Labour Directorate.

In Orissa, at present about 70,000 beedi workers, belonging to about 190 establishments, are covered as subscribers/ members under the provident fund Miscellaneous Provisions Act, 1952. **D.V. Giri and P.C. Das (2007).**

At present, India has a large share in the ship – breaking industry and most of the activity in this area is concentrated in along and Sosiya, the two villages situated along the coast of the Arabian Sea in the district of Bhavnagar in Gujarat. In India, up

to the 1980s, the ship – breaking industry was concentrated in the Darukhana yard near Mumbai. However, the activities here were limited to the breaking of only small – size ships. It was in the late 1970s that the MSTC decided to import non-useable ships and consequently, the government decided to set up ship – breaking yards.

The ship-breaking industry employs various kinds of labour on a contractual basis. There are no rules and regulations pertaining to the terms and conditions of employment. Labour laws seem to be violated on a large scale at the Alang ship-Breaking yard. Since in ship- breaking yards, the labourers are working on a contractual basis, thereby implying that a permanent employer – employee relationship is absent and the benefits accruing to labourers under various legislations are not offered to these labourers. The National Commission report on Labour, 2002, recognized the Alang ship-breaking industry as an organized industry and also laid stress on the applicability of the industrial and labour laws related to the working conditions of workers here (NCL, 2002). In the Alang ship breaking yard, labourers are engaged in different tasks, which are supervised by labour contractors. For example, cutters are supervised by specialized labour contractors in the cutting process. All workers at the Alang ship – breaking industry of Alang has an informal character even after functioning for more than 20 years.

An atmosphere of fear and intimidation has been created in the Alang ship-breaking yard in order to ensure that workers remain obedient and submissive. There are wide variations in the working conditions and other facilities provided different employers in the Alang yard. For instance, some employers provide safety devices to workers during the work while in a majority of the cases, labourers have to purchase

their own equipment. The facility of provident Fund is available to labour contractors only and not to all the labourers employed at Alang. The various determinants of the conditions of work such as the place of work, duration of work, wages, occupational accidents and health problems at the Alang ship-breaking yard are highlighted below. **(Hrudanand Misra. 2007).**

Unorganized Sector Workers and their Livelihood issues

There are 33 crore or about 92% of the total workforce in India, working in informal sector. This category covers Agricultural workers, construction workers, Forest workers, Fish workers Self Employed and home based workers, workers in various manufacturing activities and a host of other diverse segments. But what they have in common is that they from the most oppressed section of the Indian society. They do not have a secured employment. They have been progressively alienated from our land, forests and other traditional means of livelihood. They are not covered by the various labour legislations, and are left at the mercy of their employers. They are not covered under various social security measures like ESI, provident Fund, pension, Maternity benefits etc. They do not even get a minimum wage even in situations where their category of work is covered under the Minimum Wages Act. Their families live under conditions of utter poverty, without a secure place of residence and other amenities like health care or education for their children. They are denied the right to a dignified existence, with equitable access to resources and facilities as guaranteed by the India constitution. In other words they are denied of everything that is humane and just. - **(H.Mahadevan2004)**

The International Labour Organizations deliberations and instruments on the subject during the past 11 years give useful insights and guidance for the formulation of national policies. The discussions on 'contract labour' at the International Labour Conference in 1997 and 1998, the ILO Convention on private Employment Agencies in 1997, the Meeting of Experts on Workers in Situations Needing Protection, the discussion an the scope of the employment relationship at the International Labour Conference in 2003 and 2006 and the ILO Recommendation merit special attention. Of the four types of employment, policies exist to determining employment relationship in the first two categories, but none exist with regard to the last two. They are; (a) Subordination or dependence; (b) Self-employment but in conditions of dependency.

In the past, when a person was offered for employment with another, the employee was subjected conditions and even social protection depending on labour market conditions, legal frame work, employment contracts and network of rules influenced by agreements between union (s) and management. Today, pressure of competition is forcing organizations and its employees to be adaptive and flexible with attendant insecurity. The challenge is transforming flexible insecurity is to secure flexibility. In other words, the central issue in employment is building a credible system of compensation for those who are affected by market forces.

The supply of jobs does not depend on their supply. Employment protection measures may come in the way of generation of optimal employment opportunities. Employment promotion is ideally growth oriented. The rate of growth in employment

may not keep pace with the rate of economic growth. Income security is the ultimate security.

Nihila Melee, (1999) has studied about the quality of work by women workers in the unorganized sector. The study focused on the following objectives: To study the factors influencing women to enter into the unorganized sector. To assess the working condition provided by the unorganized sector. To find out the level of job satisfaction of working women. To examine the impact of work life on their family life.

A sample of 150 women workers contesting equal numbers of respondents from petrol hunk, beauty parlour and auto drives were chosen. It was found that most of the women workers were between the age group of 26-35 years. The women workers were educated up to primary school level. Majority of the women workers stated low income and lack of security benefits as their main problems. The researcher next focuses on the plight of women construction workers.

Jhabwala and Subramanya (2000) have studied how the forces of globalization have returned with a vengeance as a panacea to the search for vital development alternatives. With the increased state support for liberalization and privatization and the consequent colures of public sector institution, more and more people are being forced into the unorganized sector for livelihood options.

The central theme of the book is social security for vulnerable groups in the unorganized sector with a special focus on women. Hence, the first article by the editors themselves deals with the concept of social security and the framework within which it can be operationalzed. The second article wasby Jhabwala(2000)who reflects

on the participatory approaches to deal with social security issues. They deal with the approaches to social security in the government public, and the unorganized sectors. The promotive and protective programmes that are already institutionalized by the state for urban and rural areas and welfare funds for workers in the unorganized sector are important dimensions of the discussion.

The United Nations and its specialized agencies, beginning with the declaration of Universal Human Rights in 1948 have relentlessly pursued the issue of human rights and the associated one of core labour standards. Ideas pertaining to these issues have today acquired a life and potency of their own and wild leaders are forced to respond to this issue. During the 1990s, a paradigm shift was evident. Powerful nations with more than proportionate influence in the UN system are successfully seizing the agenda to look good and also to enhance their national self- interests. Indian policy makers in recent years have been reacting to the emerging international agenda on this subject somewhat apologetically.

Amartya Sen spearheaded a global paradigm shift in thinking on the causes of absolute poverty and famines, in addition to providing conceptual clarity on the issues of measurement. His Nobel Lecture (1999) provides a cogent summary of his position. Fluctuations in food supply or food prices are no longer seriously considered as the causes of this phenomenon. Entitlements and their breakdown in such conditions have been brought to centre- stage. That adequate nutrition has emerged as a basic human right in the UN's view is partly a tribute to his persistent and intellectually challenging articulation. Every serious writer on the subject necessarily cites his writings.

Sen has presented the link between capabilities and entitlements as well as the community effects, particularly in the context of gender bias and school education with similar clarity and forces (Sen, 1997). He has highlighted – the role of democracy and freedom of press in ensuring desired outcomes on human rights issues (Sen, 1999) The trinity articulated by Sen, namely freedoms, capabilities and entitlements are at the heart of basic human rights and core labour standards.

National Centre for Labour Statement on the Status of the Unorganized Workers Welfare Bill, 2003 (Adopted at the Meeting held 31st of Jan.2004 at YMCA, New Delhi)

The National Centre for Labour (NCL) which is the first All India Organization devoted exclusively to the cause of workers in the informal sector met in New Delhi on 30th and 31st January 2004, in order to review the response of the present Government of India to the persistent demand made by the workers and their trade unions across the country for protective legislation, required in order to ameliorate their living and working conditions. Workers in this sector numbering more than 370 million and constituting nearly 93% of the total workforce in the country have been raising the demand for well over a decade and keenly awaiting the response of the Government of India.

The results of the employment and unemployment survey, 1999-2000 have generated considerable debate among scholars and policy-makers with regard to the trends in employment and unemployment in the nineties. The survey results show that (a) there has been a considerable decline in the crude worker population, namely, males and females in rural and urban areas. During 1993-94 and 1999-2000 and (b)



this decline has been much steeper in the case of women than in the case of men. Since the decline has been experienced by all the age groups, it is clear that the decline is not due to the shifts in the age structure of the population. This decline in the growth of employment also has been accompanied by any significant increase in unemployment rates, which implies that there has been a decline in the labour force population ratio during the nineties. That is, the percentage of the population offering for work, successfully or otherwise, or is willing to take up work or extra work has also declined in the nineties.

Labour policy is enshrined in various labour laws targeting to a particular section of the workers for uniform adoption in the country. Labour in India is in the Concurrent List as per the Constitution of India and, therefore, both central as well as state governments can enact the Act to suit the prevalent in the area under coverage of the state/union territory. The basic premise of the policy objectives is to create a work environment conducive to achieving a high rate of economic growth with due regard to protecting and safeguarding the interests of the workers. Tripartite consultations exist in India to obtain a consensus for enacting new laws or bringing about changes in the existing laws. At present labour laws can be categorized under four broad categories namely: (a) Labour law enacted by the central government and also enforced by the central government; (b) Labour laws enacted by central as well as state governments; (c) Labour laws enacted by central government and enforced by state governments; and (d) Labour laws enacted and enforced by state governments. There are 43 enactments by the central government, 12 to be enforced by the central government, 16 to be enforced by both central as well as state governments and 15 to be enforced by the state governments. These 43 enactments deal with different aspects

of workers welfare such as wages, accidental benefits, maternity benefits, conditions of employment, formation of trade unions, industrial relations, provident fund, insurance, industrial safety, etc. Besides this various state governments have enacted labour laws to be enforced by the state governments within the geographical area of the state. The labour laws enacted by the state governments may be extension of the laws enacted by other state/states or specific to the state. The labour laws which have a bearing on employment are (i) the Industrial Disputes Act, 1947 and (ii) the Contract Labour (Regulation & Abolition) Act, 1970. The Industrial Disputes Act 1947 is applicable to all the industries (except a few exceptions) and provides for settlement of dispute between employers and employees. This is well brought out in the study done by Indira Hirway (2002).

Growth rates of trading enterprises show wide variations across states during the period 1990 to 1997. The growth of urban trading is significantly and negatively associated with the growth of factory sector employment indicating that people are taking up trading activity due to absence of opportunities in the formal sector. Poverty levels are negatively correlated with growth of trading indicating a lack of demand in the states with higher incidence of poverty. Growth of per capital NSDP shows a positive relation in case of NDTE but a negative relation with OATE. These findings are presented by Nomita P.Kumar (2005) in her study on the informal sector.

The responsibility of the state towards weaker sections of the community is well recognized and is embodied in the constitution itself as one, of the Directive Principles. Article 41 of the constitution specifically provides that "The state shall within the limits of its economic capacity, and development make effective provision

for securing the right to work to education and to public assistance, in cases of unemployment, old age, sickness and disablement and in other cases of undeserved want. As welfare state, India has been striving to provide certain measures of social security through: The workmen's Compensation Act, 1923; The Employee's State Insurance Act, 1943; The Maternity Benefit Act, 1961; The Employees' Provident Funds and Miscellaneous Provisions Act, 1952; and The Payment of Gratuity Act, 1972. The Workmen's Compensation Act, 1923 provides for payment of compensation to workmen or their dependents, as the case may be, in case of industrial accidents (including certain occupational diseases) arising out of and in the course of employment and resulting in disablement or death to construction workers as well. Anand Sirohi (2005) highlights these aspects in his study.

Since the International Labour Organization was founded in 1919, the question of the observance of equality of opportunity and treatment has been one of its fundamental objectives. The original Constitution of the ILO indicated that this principle is among those that are "of special interest and urgent importance" and that the "standards set by law in each country with respect to the economic conditions should have due regard to the equitable economic treatment of all workers lawfully resident therein".

In 1975, the international Labour Conference, based on the new approach that equality can only be achieved by improving the general conditions of work of all workers, both women and men, invited the Governing Body to include the issue of workers with family responsibilities on the agenda of the earliest possible session of the Conference with a view to the adoption of a new instrument. During the General

Discussion at the Conference, it was pointed out that any change in the traditional role of women would have to be accompanied by a change in that of men, greater sharing in family life and household tasks, and equal access for men and women to all services and arrangements made in these fields. The Employment (women with Family Responsibilities) Recommendation, which had been adopted in 1965 to provide measures that should be taken to allow women to harmonize their various responsibilities without being exposed to discrimination, was considered to be out of date as it did not question placing the burden of responsibility for such matters solely on women, but sought to alleviate some of the hardship these dual and seemingly competing responsibilities caused.

Other standards that address specific groups of workers who are often the subject of discriminatory treatment, and that promote equality, among other measures, for such groups, include the international labour standards concerning migrant workers, indigenous and tribal peoples, workers with disabilities and older workers. Article 1, paragraph 1 (a), of the Convention defines discrimination as "any distinction, exclusion or preference made on certain grounds, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation'. This definition contains three elements: a factual elements: a factual element (the existence of a distinction, exclusion or preference which constitutes a difference in treatment); a criterion on which the difference in treatment is based; and the objective result of this difference in treatment, namely the nullification or impairment of equality of opportunity or treatment.

Through this broad definition, the Convention covers all discrimination that may affect equality of opportunity and treatment. The distinctions, exclusions or preferences covered under the Convention may have their origin in law or in practice. In referring to the "effect" of a distinction, exclusion or preference on equality of opportunity and treatment, the definition uses the objective consequences of these measures as a criterion. Thus the convention covers direct discrimination, such as expressly stated exclusions of persons who need not apply for jobs; and indirect forms of discrimination such as occupational segregation based on sex.

The Recommendation contains provisions illustrating these concepts more specifically (Paragraph2 (b)):

(b) All persons should, without discrimination, enjoy equality of opportunity and treatment in respect of

i. Access to vocational guidance and placement services;
ii. Access to training and employment of their own choice on the basis of individual suitability for such training or employment;
iii. Advancement in accordance with their individual character, experience, ability and diligence;
iv. Security of tenure of employment;
v. Remuneration for work of equal value;
vi. Conditions of work including hours of work, rest periods, annual holidays with pay, occupational safety and occupational health measures, as well as social security measures and welfare facilities and benefits provided in connection with employment.

The convention does not limit application of the concept of equal value to implementation through the methodology of comparable worth, but it certainly indicates that something other than market forces should be used to ensure application of the principle. It suggests that objective job appraisals should be used to determine valuation where deemed useful, on the basis of the work to be performed and not on the basis of the sex of the jobholder. While job appraisal systems are still a common feature of wage setting, other bases for the calculation of wages- including minimum wages, productivity pay and new competency– based wage systems–are covered by the convention. Labour sector addresses multidimensional socio-economic aspects affecting labour welfare, productivity, raising living standard of labour force and social security. To raise earnings of work force and achieve higher productivity, skill up gradation through suitable training is of utmost importance. Manpower development to provide adequate labour force of appropriate skills and quality to different sectors essential for rapid socio-economic development and elimination of the mismatch between skills required and skills available has been a major focus of human resource development activities during the last fifty years. Employment generation in all the productive sectors is one of the basic objectives. In this context, providing enabling environment for self employment has received special attention both in urban and rural areas. Objective is also to eliminate bonded labour, employment of children and women in hazardous industries, and minimize occupational health hazards. During the Ninth Plan period, elimination of such undesirable practices as child labour, bonded labour, ensuring workers' safety and social security, looking after labour welfare and providing of the necessary support measures for sorting out problem relating to employment of both men and women workers in different sectors will receive priority attention. It is also envisaged that the

employment exchanges will be reoriented so that they become the source of labour related information, employment opportunities and provide counseling and guidance to employment seekers.

There are four types of initiatives through the Plan for the Labour and Labour Welfare Sector. They are:

i. Training for skills development
ii. Services to job seekers
iii. Welfare of Labour
iv. Administration of Labour regulations

Many initiatives are taken for the benefit of workers through the plans of a number of Labour Intensive Sectors. **(International Labour Organization, Geneva 2006)**

STUDIES RELATED TO WOMEN CONSTRUCTION WORKERS

The researcher will review studies related to women construction workers Balbir Soni (2007) has done extensive study on women labour in the construction sector.

The objectives of the study were

i. The study aims at analyzing the history, organization nature and working of construction sector in our country.
ii. The study examines the socio-economic conditions of women construction labourers, with special reference to Orissa.

Keeping the objectives in view it was decided to collect data from construction site from women labourers during off time. Data relating to socio-economic variable like terms and conditions of work, nature of work, wage rate, wage discrimination, provision of health care, security measures etc. have been collected with the help of interviews. Observation and field notes have also been shown in the study.

Summary of the findings:

Construction work in Orissa is being carried out by a system of contract and labour contract in public as well as private sectors. Therefore, both these sector, have similar working conditions as well as insecurity of employment for the labour. However, for the labour, the conditions of work and living standard vary with respect to size of construction and types of labour recruitment. Thus, not only is the labour invisible to the employers but the employers are also invisible to labourers since subcontractors determine the conditions of employment according to the convenience of the contractors.

Nature of Work Performed by Women Labourers

Curing work is mostly undertaken by women. As soon as concreting is over, the floors, roofs and have to be continuously wet with water. The water is allowed to stand on the floor in order that the mortar and cement would settle and dry properly. Curing has to be continued for a period of 10 days. Breaking jalli is done by women. The bricks have to be broken into small pieces using a hammer, for laying the floor. In big sites more women are employed to do only concreting work while in small sited most women do combination of all types of works like carrying cement, water, sand, brick etc., In concerting where the bondlies of concrete mixture is passed form

one hand to another, it was found that 40 bondlies passed through the hands of a women in 10 minutes. For masonry work, the women was found carrying 10 to 12 wet bricks on her head and sometimes climbing the scaffolding with loan on her had with great skill and grace. Each wet brick weighed about 2kg. In curing she was found carrying water in a pot 10 times in an hour and pouring the water each time over the concrete structures. Each pot weighted 7 kgs. As every where else in the construction work too there exists the division of work between men and women in the 'unskilled' jobs. Although jobs such as balancing 12 bricks on the head while climbing the ladder and passing the bondlies of mixture along the heights in quick succession, require dexterity and skill along with great stamina and yet they are termed 'unskilled' jobs by everyone concerned. In this division of labour that had been described above, men and women are paid differently by the subcontractor. Wherever division of labour exist, on matter what work women do, the value of work is considered less then that of a male labourer. The wage differentials become even more glaring where they do the same job such as concreting, and still get paid less then their male counter parts. Notwithstanding the fact that women do all the various types of work in many instances, women are always considered to be the lowest in the hierarchy of the system of subcontract and therefore, paid the lowest in construction work.

The wage rates are lowest for women labour in all construction sites. The wage rates had an inverse relation to regularity of employment and thus to the size of constructions in Berhampur city. The daily wage rates of women varied form Rs. 20 to Rs. 22 in the big sites the workers were paid the least while they were assured to continuous employment for 20-22days a month. In the small sector the market place women were paid the statutory Minimum of Rs. 25/- but the number of days of

employment was less than 14 in the big constructions including the public sector sites, minimum wages were violated with impunity. Work experience is not taken into account in fixing wage rates. Thus, a woman with long years of experience is paid the same wage as a novice. Interviews among women labourers revealed the aforesaid facts.

In masonry the work done by men and women were similar but had difference. The men would bring cement bag, prepare the mix and put in the bondli, the woman carries bricks, stones, cement mortar, and supply them for use in the construction work. While at an average male labourers receive Rs.25 per day in private work, females receive only Rs.20/- In the event of accidents, sickness of during maternity, workers had to forego employment and wages.

The construction labourers are provided with practically no amenities not even the basis amenities such as wholesome drinking water, toilets and urinals, Provision of these as well as canteens restrooms and crèches are mandatory according to Contract Labour Regulation Act. The Act states that if contractor fails to provide amenities the Principal employer can provide them and recover the cost from the contractor

The women often complained of neck pain, chest pain, headache, body-ache, and fever, exhaustion and problems arising out of carrying wet construction materials on their heads. In big sites here there was continuous employment; they were complied to rest for a few days every fortnight to recoup their energies. In general, no medical facility was provided by the employers and the labourers were compelled to

spend money for medical care. Visits to hospitals meant that the labourers had to forego their work as well as wages for the day.

Women do heavy manual-work even till the day of delivery. About 40% of the children born to these construction women were delivered by neighbouring women or relatives or by traditional midwives. During the first delivery most women stayed at home up to one year before returning to work. Form the next delivery onwards they stayed for a period ranging form one month to three month.

Again because the industry did not compensate the women for loss of her earnings, she becomes indebted either to subcontractors or to money lenders. In big sites it was found that when a woman was to deliver, the husband too stayed away form work in order to look after the wife. As they had to take loans form the subcontractors they were compelled to join work at the earliest with a view to repayment of loan.

In our analysis 30per cent of the women carried the children to the work site, 20% left them on their own at home 25% left the infants in the care of elder girls or persons, 15% are sent to schools, 10% are employed in shops and commercial establishments.

The risk involved in construction work is very high particularly for women workers, who have to climb great heights carrying heavy loads. Accidents involving simple injuries occur every day while fatal accidents are not uncommon. Falling from

heights, electric shock, falling of objects, and collapse of ladder, are the major reasons for fatal accidents as revealed form interviews and field notice.

Long hours of work involving g continuous handling of cement lime or other corrosive construction materials lead to the feet and hands being bruised burnt and eaten away. Women workers who carry the cement mix and wet bricks on their heads suffer serious problems like head-ache and fever. Pregnant women who carry heavy loads run a high risk of abortion.

Similarly, in Rushikulya Bridge construction, women labourers of Ghatakuri, Baragam, Mukundapur, Babanpur, Nuagram also revealed the similar facts of work burden both at work site and a home. Thus, women labourers are doubly exploited and over burdened.

The Government sector exhibits low pressure of works. But the contractors who collect labourers take Re. 1/- from each women labourer as commission. About 40% 0f women labourers are totally illiterates among the women labourers.

The foregoing analysis brought to light that most of evils in the construction industry have been directly attributed to the system of subcontract.

In view of these considerations, the following suggestions have been forwarded by the authors:

1). Equal pay for all types of unskilled-work and schemes for skilled up gradation for women should be undertaken, through strong endorsement of laws.

2). Provision of housing and crèche facilities must be ensured to women on all sites.

3). Existing laws should be amended to provide powers in inspection and prosecution and protection from victimization.

4). Violation of laws by the contractor should result in cancellation of licenses and increased penalty.

5). Hours of work for construction labour should be restricted to six hours, from early morning till noon. Safety norms should be evolved and enacted as a law. Women laborers should be provided toilet, drinking water and other minimum facilities.

6). When fatal accidents occur, it should be made mandatory for the principal employer to inform authorities and deposit the compensation before the labour commissioner.

7. Unless agricultural women labourers are educated, organized conceived regarding their rights awakened, they cannot be emancipated form socio-economic bondage.

8) A legal literacy programme can enable women labourers to apply that critical awareness to the law and legal process, discovering both the limits and possibilities of law in the battle for socio-economic change.

9) The construction women labourers being casual workers are unable to claim subsistence allowance. In times of financial crises they borrow at an exorbitant rate of interest leading to indebtedness. Hence there should be adequate social security, safety-nets along with their proper enforcement

10). As women labourers are doing monotonous strenuous back breaking work in unhealthy working conditions they should be provided with protective equipments for handling the construction materials.

11). Such women construction labourers should be organized for uplifting their standards of living.

In a study done by Balbir Soni (2007), titled "Empowerment of Women Workers in the Unorganized Sectors" highlights about the plights of the women work force in the construction workers, which is stated as follows. Unorganized Women Workers: Problems and Prospects states that the Indian women, constituting "nearly half of the total populations, plays a vital role in the domestic sphere and also in the rural field, particularly in the agricultural sector. Yet, our traditional attitude is to treat women as second-class citizens. This is so in spite of the fact that women have proved their mettle in every walk of life. But the contribution of Indian women, constituting nearly half of the total population, plays a vital role in the domestic sphere and also in the rural field, particularly in the agricultural sector. Is not given due credit. According to an ILO estimate, the value of unpaid household work constitutes 25 to 39 per cent of GNP.

The largest number of working women in India is engaged in farming operations either as cultivators or as agriculture labourers. They take up a wide variety of activities like sowing of seeds, transplanting, weeding, harvesting, preparation of compost and Manure pits, application of manures, storage of seeds and food grains. An active farm\ woman spends eight to nine hours on the farm during the peak agricultural season. The number of workers in the unorganized sector is increasing rapidly for various reasons.

The firms and enterprises, in this highly competitive world; try to reduce costs. The organized labour too is weak in the context of rising levels of open unemployment. Another factor contributing to the growth of informal sector is the rise of small enterprises like small retail shops, hostels and restaurants and repair shops. In these days of struggle women to the extent of 25 per cent of the unorganized work force, though growing mechanization has reduced the number of women workers in some operations. Nearly 92 per cent of the 317 million workers in the country belong to the unorganized sector. These workers therefore remain unprotected by law. They are the most vulnerable section of the society. These 290 million workers enjoy no job or income security with little bargaining power.

The unorganized workers include people involved in agriculture, and agriculture- related work, forest worker, fisher-folk, construction labourers, workers-employed in small scale ancillary unite in the informal sector of industry, domestic workers, anganwadi workers, casual/ contract labourers, home- based workers self-employed workers.

Women's contribution to the economy by and large remains unrecognized. Yet, their services are valuable. Women account for over half the food produced in the developing world, and even more in Africa; they constitute one fourth of the developing world's industrial labour force; they carry the main responsibility for childcare and household chores; they head one fourth or more of the families in many developing nations, and they usually fetch most of the household's water and fuel wood. Studies in Nepal and Philippines suggest that when the production of rural women is valued properly, on average, they actually contribute about one half of the family's income.

The World Bank in its Annual Report in 2001 observed that 35 per cent of Indian households below the poverty line are headed by women, and in most cases, are thus, dependent exclusively on female income the report observed that women's contribution is significant in families having low economic status. The poorest families thus depend on women's economic productivity. The stress should therefore be on harnessing the strategic potentials of women. The World Bank Report further observed that making women more productive: "will not merely reduce their dependency and enhance their status and security in the family, but also increase aggregate labour productivity in the family and accelerate growth in sectors, such as agriculture, where women constitute nearly half the labor force, increase household incomes, especially in families below the poverty line, increase the share of family income allocated to providing food and health care to children, improve male and female child survival and increase family investment in education for their daughter, and reduce fertility and slow population growth".

A UN publication 2001 has revealed the following facts about women all over the world. Women and girls are half the world's population, do two-thirds of the world's work hours, receive a tenth of the world's income and own less than a hundredth of the world's property. Two out of three of the world's illiterate are women. In the developing world, women are responsible for 50 per cent of total food production. In Tanzania, women work an average of 2600 hours a year in agriculture; it is only 1800 hours a year for men. In Africa as a whole, 60 percent of all agricultural work, 50 per cent of animal husbandry, and 100 per cent of food processing is done by women. For millions of women in the Third World- who cook and clean sew and, plant and weed, care for the old and bring up the young- a 16 hour day is not uncommon.

The work involved in construction work is very particularly for women workers, who have to climb great heights carrying heavy loads. Accidents involving simple injures occur every day while fatal accidents are not uncommon. Failing from heights, electric shock, falling of objects, and collapse of ladder, are the major reasons for fatal accidents as revealed from interviews and field notes.

A Study under taken by M. Atchi Reddy (2000) Titled "A Socio- Economic Profile of the Women Construction Workers of Hyderabad City" brings out the difficulty encountered by women construction workers. Women toil and trouble of many women workers in India is more than that of their men but frequently not property estimated-counted and recognized. Most women in India have a dual economic role, one unrecognized and the other recognized by the economists. Their domestic services are not included into the national income computations, while their work for wages and salaries outside their own home are recognized as directly productive. In the recent decades, women have been readily and increasingly participating in the Indian labour market as their educational qualifications are increasing fast. But unfortunately, majority of them, especially those with low education or no education at all, are working in the low paid jobs in the unorganized sector. A significant proportion of the women workers are in agricultural activities mainly as labourers. In the urban areas too, large number of them are found in the low paid jobs of the mainly unorganized sector. And construction labour is one such widespread and unorganized market where in are absorbed a large number of women migrants from the rural area in search of livelihood. The building and construction industry covers a variety of works and operation. Its activities range from construction of dams and bridges, and roads and tracks to factories and offices, schools hospitals

and ordinary residential building forming a major sector of employment in India. Most of these operations are seasonal, and at times affected by fluctuation in the employment pattern largely due to climatic conditions. In minor construction projects, work is of short durations and workers are required to move from place to place where construction may be in progress. The construction industry of Hyderabad city is a major activity consisting mostly of minor works. Each single private building may provide work for a few months and often discontinuous, while large public works may provide work for a few years, but they are not many in the city in spite of the availability of cheap labour. Socio-economic problems faced by the construction workers in India are numerous. Most of them are 'contract labour' in terms of employment relationship with the principal establishment and method of wage payment.

Most problems facing the female construction workers can be grouped under three main heads-those that are faced on the work spot, those that are confined to their domestic life and those faced outside of the residence and work place. Only the first groups, i.e. problems on the work spot, are of our chief interest and directly relevant to our analysis; but a number of them may be of their domestic problems, sometimes related directly and sometimes indirectly. Consequently, their domestic problems are dealt with here so far as they affect their work life on the work sabot. Problem faced outside the home and work spot may be common to many others also. Most of the problems faced by the women construction workers of Hyderabad seem to be present in other Indian cities to. Their extent may differ but not the causation and their nature. **Anna Mathew, (2001) has done a study on awareness of social issues among Indian women construction workers. The study reveals the following aspects:**

The construction industry continues to make a significant contribution to the Indian national economy. According to the International Labour Organization (ILO), the industry, which provides the bricks and mortar of progress, contributes to almost all developmental programmers in health, education, food production and transport. According to the Census of India 1991, out of the total labour force in India, estimated to be 317 million, the unorganized sector employed as many as 290.2 million (91.5%). Even though the workers in the industry still remain unskilled, exploited and discriminated against.

Various empirical studies have shown that the wages of the women workers in the unorganized sector, particularly in the construction industry, have been significantly below the minimum wage (Anand, 1998; Cherian and Prasad, 1995; khanna and Mathew, 1979; Sinha and Ranade, 1975). Bannerjee (1985) also found that nearly 70 percent of the women workers in the unorganized sector are in the city of Calcutta came from the villages of Maharashtra and other places to Mumbai, either with their parents or husbands, are compelled to work because of family circumstances and to supplement the low income of the household. They had to take up what ever jobs are available to them (Pandey, 1998). Major construction has become a significant facet of modern warfare. Advance base construction in support of the logistical and tactical operations has grown in scope and magnitude with technological advance in the weapons of war. Regular military construction units, the army's engineer battalions and the navy's construction battalions, cannot be maintained and equipped at the levels required for high volume, highly technical construction work. The alternative is to perform major construction using civilian contractors even when exposed to enemy attack.

So far studies have focused on the working conditions, quality of life, wage differentials, domestic life and occupational health of the construction workers (Mathur, 1989; Nair, 1988) National Commission on Self- Employed Women and Women in informal Sector. Keeping these aspects in view, Anna Mathew's (2000) had undertaken a study to assess the level of awareness of the Women Construction Workers and their differences. If was also essential to understand the relationship of the level of awareness with two important variables. The age of the Women Construction Workers and the number of years they had spent in the city, in the construction industry. Age assumed significance for the single reason that it was expected to determine the level of awareness of the Women Construction Workers belonging to different age groups. The number of years of work experience in the city was expected to reflect whether urbanization would have a definite effect on their level of awareness. The sample consisted of 960 WCWs who were selected from different construction sites in the twin cities of Hyderabad and Secunderabad, India. Proportionate stratified sampling was used to ensure the representation of the workers from each site. Data were collected through interview schedules and observations. A few focused group discussions were also held to get an in – depth understanding of the level of awareness of the Women Construction of social issues.

To assess the level of awareness of the Women Construction Workers about the of issues pertinent to this study, a set of nine statements were prepared. Each respondent was required to choose from three alternatives: Yes, Not sure and Do not know. The points ranged from 1 to 3. The composite weight of all these statements was taken to measure the level of awareness of the respondents. Lower scores were indicative of a high level of awareness, and higher scores were indicative of a low

level. The composite scores of all the statements of each respondent were divided on the basis of first and third quartiles. It was expected that the respondents having less than the first quartile value would have a high level of awareness and those above the third quartile would have a low level.

The average age of the Women Construction Workers was approximately 27 years. All the 690 Women Construction Workers were illiterate and used their thumb impression instead of signatures. The illiteracy rate has been found to be higher among the women workers in construction work (81.5%) than other workers in the unorganized sectors (agriculture, 72.8%, vendors and hawkers, 64.2%) (National Commission on Self – Employed Women and Women in the Informal Sector, 1988) Construction work was found to be most sought- after occupation among the spouses. Around 2 percent of the spouses had no occupation, indicating that the WCW may have been the sole wage earner of the family. On an average the Women Construction Workers had been working for one and half years at times even longer, out in the open and in the height of summer heat. The majority of the women were married and had migrated with their husbands and children for several reasons, such as unemployment, insufficient income, indebtedness of better prospects in the city (as reported in earlier, studies as well) (Lebra et al., 1984). Petty contractors, the jamendars who negotiated work for them, brought them from their native place. They advanced loans, disbursed payments and maintained close contact with them. They had total control over the wages of the Women Construction Workers, who remained bonded, as they were unable to repay their debts.

Some of the findings inferred from the above study the scores of the level of social awareness ranged from 9 to 27, and the range of scores obtained was from 12 to 17. the mean score of the level of social awareness was 14.40. Seventy –six percent of the respondents had scores below the mean score and 24 percent of the respondents scored more than the value of the third quartile. On examining the mean level of awareness of the statements it was found that the Women Construction Workers were fully aware of the statement, 'Sexual indulgence is immoral'. This was followed by statements like 'gambling can ruin a family' and Excessive drinking can harm one's health'. As for the statements, Husband should handle family income' and 'both husband and wife should share household tasks' the Women Construction Workers seemed to be partly aware. There remained a more or less similar level of understanding in statements like 'Wife should look into husband's needs and demands' and Husband should share the task of taking care of children'. **(Anna Mathew, 2001)**

In a study undertaken by P.L.T Girija, Geetha Ramakrishnan, Shyamala Ramakrishna (1988). Highlight about the understanding of the status of women in construction work.

The present study is an attempt at understanding the status of women construction workers in Madras. They are the single largest group of women workers in this metropolis. In trying to understand the status of women construction workers, we have placed them within the complex hierarchy of relationships in the organization of industry as a whole. What is stated in this volume may be quite specific to what exists in Tamil Nadu and therefore the categories, relationships and the organization

of this in destroy may found to be at variance with construction industry of other regions.

The women worker in construction industry is called "**Chithal**" which means small person. Her employment in this industry is the most visible form of work going on under the very eye of the public.

The unregulated and unorganized nature the construction labour is directly linked to the process of production involved in this industry. The status of women in the construction industry gets determined by two major factors. Firstly, women workers' status gets determined automatically in any field of activity owing to the secondary status attributed to them in economic activities.

Construction industry in India is highly labour intensive one, with a wide range of activities in which a large number of women are employed. With the introduction of cement and steel the requirement for unskilled labour has increased considerably and as a result modem constructions engage large number of women.

Types of Recruitment

Since contracting, subcontracting and labour contract was carried out in the public and private sectors, but the recruitment of labour differed according to size of construction, big, medium or small.

There are broadly four types of recruitment:

1) Workers directly recruited by contractors.
2) Workers recruited from rural areas by subcontractors or labour contractors.

3) Workers recruited from market places by principal employers or ministries.

The study revealed that there is no direct employer- employee relation for most workers and factors affecting employment, opportunities. The masteries who have developed contacts with contractors/ companies and kept their rates low, managed to secure for their lab our groups better opportunities for employment compared for market place workers .Not a single worker on any site or market pace or in concreting groups had employment cards .Majority of workers had no proof of their employment while those of the employers who maintained low records , had generally incorrect and distorted information .The construction work normally started work at 8am and finishes only by sunset.

In the small medium sectors there are fluctuations in employment opportunities.

Maintenance of records of employment:

The contract labour regulation Act and minimum wages Act stipulate that muster roll and payment register must be maintained by the employer and that workers must be given employment card and wages slip. Not a single worker on any site worker on any site or market place or in concreting groups had any employment card. Thus the majority of workers had no proof of their employment, while those of the employers who did maintain records, had generally incorrect and distorted information.

Hours of work and overtime: The construction work normally starts at 8 am and finishes only by sunset. Construction workers in general labour for 9-10 hours a

day and sometimes even up to 12 hours a day. Lunch-break is usually for an hour but in many sites workers had to finish the lunch in 15 minutes and get back to work.

Quantum of work:

In breaking jalli, chithal had to use an iron hammer 52 times in a minute and this she carried out continuously for 9 hours during the day with a break of one hour during the noon.

Wage rates and number of days of work:

The wage rates are lowest for women labourers in all construction sites.

Holidays and leave facilities:

No construction worker was paid a wage on Sunday or on holidays and no National holiday was observed in most sites.

Mode of payment:

The master- roll workers, the company attached groups as well as maistry attached the groups were paid weekly wages while market place workers were paid daily wages.

Occupational hazards and accidents:

The risk involved in construction work is very high particularly for women workers, who have to climb great heights carrying heavy loads, Accidents involving simple injuries occur every day while fatal accidents are not uncommon. Falling from

heights, electric shock, caving in of earth, falling of objects, and collapse of scaffolding or ladder, are the major reasons for fatal accidents.

Social Security:

There is a total lack of social security in construction work and so the women survive by working for long years,

Bonus:

In spite of the huge profits made by contractors no bonus is given to construction labour.

The study done by Geetha Ramakrishnan,(1988) have sketched the broad features of construction industry.

Structure of the industry and position of women:

The word Chithal meaning small person has become synonymous with women labour in construction industry. As a result the entire management of production as well as the labour rests with the labour subcontractor. There is no written contract at the lower levels of the hierarchy namely between the Chithals and the labour contractors or between the contractor and labour subcontractor.

Size of construction and Employment:

Unlike what is universally believed, i.e. bigger the size, higher the wage rate, in construction the bigger sites pay a wage lower than the wage of small and medium sites and they hold the labourers in virtual bondage. The difference in wages between the big and the small may very up to hundred percent.

Labour Market:

The positions of chithals depend very much on the labour group to which she is a part market place labour.

Sex Differentials:

On all sites a women construction worker remains a chithals, an unskilled category through out her career. The work of chithals namely carrying construction materials is rated lower in value than the work of periyaaal which is mixing these materials. Even on sites where chithals perform the work of periyaal as in small construction sites, they are not entitled to a higher wage equal to that the chithals remains an unskilled hard throughout her career, while the male unskilled workers can move up in the hierarchy by acquiring skills. Thus the sex- based discrimination of the workers in wages and acquisition of skills is a characteristic feature of construction industry.

Maintenance work in public sector:

Even though maintenance work is of perennial nature, women are employed as temporary hands, denied opportunities for acquisition of skills and are the victims of the divide and rule policy of the public sector departments.

Social Factors:

A striking feature common to all categories of chithals is the total lack of or poor housing facilities available to them. They live in the city slums on Government and private lands or in make shift arrangements in the company shacks.

Suggestions:

Employment in construction industry should be regulated by creating a tripartite board. In the end it was pointed out certain areas about which almost nothing has been said in the study and which are quite relevant towards the total understanding of this community and its position in India. It has been often claimed in this study that the organization of this industry still retains a number of traditional features and the structure currently prevalent has been modeled after the British system of subcontract. Many of the evils in the industry have been directly attributed to the system of subcontract. The author felt that a detailed study on the organization of construction industry in the pre- British India will give a clearer picture of how in a different time and different social milieu, these traditional features of the industry were integrated with the rest of the society. It is believed that an investigation in the above mentioned areas along with better statistics the industry and its work force and broaden investigation of the issues like the migration of workers and their socialization will prove a fairly complete picture of construction industry. Such a study will go a long way towards the sociological understanding of the transition to urban industrial set up of a newly industrializing country like India.

In terms of employment, the building industry is one of the largest in India, employing millions of workers. The total investment in the industry is made up of (1) The input of materials, (2) The input of labour of all types, and (3) The overhead costs. However, the industry relies essentially on unskilled labour; the use of mass production technology is practical absent.

India has progressive labour laws on the book which are not enforced; most laws do not even cover the vast majority of Indian workers, those in the "Unorganized" sector.

As contract or casual labour, women construction workers are part of the unorganized sector. In spite of the fact that women carry as much load man do, contractors pay them at a lower rate. While a man is paid typically Rs:7-8per day in the late 1970s, women are paid the rate of Rs.4.50-5 per day. Women are paid less on the grounds that they work on small jobs which do not require the specialized skill of the bricklayer or cement mixer.

In a study done by Joshi, (2004) pp.266-267, based on three surveys of women construction workers (in Delhi, Bihar and Andhra Pradesh) a picture (not necessarily representative) emerges of these women and their social context. Harijans and tribals are the largest group represented, although they comprise only 15 percent to 5 percent in Indian population respectively. Ninety- six percent of Delhi construction workers are Harijan migrant labourers from Rajasthan; Harijans and the tribals constituted 90 per cent of Bihar sample and 67 percent of Andhra sample. As construction work is extremely physically taxing, most of the women are young (average age 25) having joined the work force before they reached the teens. Almost all were illiterates.

Most of the women work to the day of delivery and resume work three to four weeks after the birth of the child, as they cannot afford not to work. Infant morality is high and access to medical facilities is minimal .The women often take their small children to the construction sites, as no crèches are provided. Few of the children of

these women go to school and most work if there is any work available. **S.C. Joshi. (2004)**

The Hindu dated April 29, 2008 highlights the struggles of the construction worker, carrying a heavy burden for Natarajan and Thangamma, a couple employed in construction work, the daily wages are barely enough for survival. They each make Rs.150 per day; their two children go to high school in Arani, where they hail from. They opined that "We get paid every week and amount is barely enough for food and our children's education," says Natarajan., "We can't always buy subsidized items at the ration shop, as we are never in the same place. Every time we shift to a new construction site, we have to buy rice and pulses from a shop in the neighbourhoods," says Ms.Thangamma. Their wages have not gone up in quite a while. "Since cement prices have gone up, contractors tell us that it's difficult to pay us more. Our entire family relies on this money and we cannot refuse to work for less, unless we can find jobs where the wages are higher." With Mr.Natarjan's nearly -80 year old mother taking care of their children back home, the only thing that seems to be on the couple's mind is that the children should get an education

Women Work and Family

The researcher will review some studies on women work and family H.L.Kaila (2005) has highlighted the occupation health problem faced by working women, some of the findings have been highlight below:

The traditional societies prevented women from entering the public domain and are given a subordinate position in the society the life of an Indian woman is like

a well- defined predictable master plan. When the women liberation movement started the sociological interest in women's work changed. Since the mid-1970s sociological interest in women's employment issues has expanded rapidly. Women's status has undergone profound changes. As a result significant change has been noticed in the attitude of men and women towards women's education and employment. The traditional picture of women is very different than what it is to day. Women have played a key and largely unrecognized role in the rapid economic and social development worldwide.

A proper Labour Welfare Policy helps working women have a support system and a gender-just culture. The proverb seems true that "The hand that rocks the cradle rules the world" Women are not newcomers to the working world, as some may believe, but their role is changing, as are the social values. Most women have always worked.

Problems encountered due to dual role of Women:

Women are expected if they choose to follow a career to accept the same terms as their male colleagues. Women are still thought of in their family roles and men in their work and business roles. The 1970s is a time of unprecedented interest in women's opportunities, expressed in two major acts of parliament and supported by widespread changes in social attitudes, by the influx of women in the labour market and by a rising tide of women with high qualifications and aspiration. The positive side is that there has been increase in the number of designation for positive training for one sex only under section 47 of the sex discrimination Act. With equalizing the opportunities and the responsibilities between men and women, changes must also be

accompanied in personnel practices and procedures within companies, positively designed to ensure that women are not overlooked in informal/formal networks.

The need for gaining employment by women has arisen for better management of the family and fulfilling its need. More and more women are entering the working class to satisfy these needs though the employment of women outside the family is accepted by our society there is no clarity about their role within family circumstances. In a study, it is found that the majority of working wives have conflicting situations due to: (i) inner conflict of dual commitment, and (ii) the practical difficulty of combining work with their household activities. Other members of the family should have some responsibility in household chores and if they share some household actives with their working wives, then the problem due to dual burden can be Studies minimized. Women are expected to fulfill their biological role but at the same time if they choose to follow a career they are expected to accept the same terms as their male colleagues. Women are still thought of in their family roles and men in their work and business roles.

Sociologists see marital violence as a crime of power, a sadistic assertion of control which is not limited to a particular section of the society.

The psychological impact of violence is also devastating. The victims have lost self-confidence and esteem.

A Study on Occupational Health conducted by Kaila, (2005) was conducted in Mumbai with the following objectives.

1. To identify the job-related physical and mental health problems of women in industries.

2. To ascertain prevailing occupational health services for women in industries.
3. To suggest remedial measures to manage occupational health problems of women in industries.

Sample

Individual samples of 730 women from diverse 21 workplaces were selected as respondents of this study.

About 80 doctors, women executives and welfare officers/counselors form different Industries were also included in the study.

The health problems of women in industry were found to be as follows:

1) 29.8 per cent of the women suffered form psychosomatic ill health (fatigue, aches, tension, and trouble getting to sleep).
2) 10.1 per cent of the women found themselves depressed and dissatisfied in life (boredom, disappointment).
3) 10.75 per cent of the women experienced general health symptoms (eye problem, sleep disturbances, headaches, and backaches).
4) 6.95 per cent of the women suffered from women specific problems at work (such as depression, menstrual disorder, anxiety, backache and anemia).
5) 7.98 per cent of the women perceived hazards and risks at their workplaces (such as noise, risk of catching diseases, inadequate toilet/eating/lighting facilities.
6) 9.33 per cent of the women experienced injuries and ill health at work (such as cut, fracture, wound, cold or flue, sprain, strain, back injury, eyestrain).
7) As perceived by medical doctors, female executives and welfare personnel in industry, faced depression, problems.

Women and marital relationship

Marital satisfaction has been by and large a feature of family to which society has usually turned a blind eye. Marital violence is symptomatic of the more general oppression of women in patriarchal society. Millions of women suffer this quietly and silently. Marital violence is largely a hidden phenomenon and the marriages concerned are not easily identifiable. As a general rule studies indicate that such violence is rampant in developing as well as developed societies. It is stated that in England and the United States as many as one in three marriage experience episodes of violence, 41 per cent affected by marital violence within the first three years of marriage. Eleven studies have identified on forms of marriage breakdown such as separation, desertion and divorce, in terms of the dynamics of break down, aftermath of the breakdown and the recourse taken. Seven studies have been identified which analyze the laws related to marriage breakdown in terms on public awareness and opinion, comparison of personal laws and international comparisons of these laws.

Causations

Bell's (1971) (quoted in Murli Desai, 1993) review of research showed that the following factors were favourable to marital success or adjustment:

Egalitarian attitudes

Good relation with in-laws

Not living with in-laws

Community of interest

Desire for children

The following factors were associated with marital adjustments (Murali Desai, 1991):

Feeling of security

Sexual satisfaction

Faithfulness

Giving importance

Self disclosure

Verbal communication

Rural set up

Age difference

Desai (1991) has concluded that within an institutional context, marital dyads vary in their extent of adjustment to marriage due to the personal factors, or family factors, and the process of adjustment may be helped or hampered in crisis situation. (1)Arguments over money, (2) jealousy, (3) sexual problems, (4) husband's drinking or taking other drugs, (5) conflicts over the children, (6) husband's unemployment, (7) wives desire to work outside the home, (8) pregnancy are all factors that can affect marital relations.

Sex and marital adjustment

Sex is an important function of marriage. Consummation of marriage by sexual intercourse is a legal requirement without which a marriage can be annulled. However, couples and individual differ in the importance they attach to sex (1969, as quoted in Murli Desai, 1993). A couple of Indian studies show coital frequency to be about 2. Kapoor and Aravindakshan, (1980) or 7.45 per month (Yadava and Rai, 1989) on the average among urban couples. Both the studies showed that the frequency declines with age.

(Kapoor and Aravindakshan, 1980) also found positive correlation between capital frequency and family income, literary of the wife and the absence of children. The use of contraceptives did not affect the coital frequency of the couples.

In a study conducted by Rajendran and R.R.Cherian, (1989) on wives of alcoholics with sample of 85 respondents revealed that:

1. The wives of alcoholics have an average adjustment in home, health and emotional areas.
2. Differences in age group (Younger Vs. Older) does not influence the pattern of adjustment in health and social areas.
3. A significant difference was found between younger and older age group in home and emotional areas.
4. Overall, the mean score indicated that at the initial age the wives of alcoholics tend to adjust with their spouses. As the disease progresses they tend to manifest poor adjustment with others.

Women have been since time immemorial, the subject and victim of male humour. Violence in family today- About a hundred years has passed since these debates were raised. Not with standing enormous socio- economic changes, question of violence against women in all spheres of life continues to evade solution. It would continue to do so till the foundation of patriarchy are smashed. The evolution of women's movement world wide as thrown open questions which revealed the true nature of the institutions of marriage and family. It has provided other analytical tools to understand the nature and causes of different forms of violence perpetrated over women and their interrelationships. In India, we have a unique situation of co-

existence of all forms of violence, especially of elimination of women e.g. selective female foeticide, female infanticide, bride burning and sati. The incidence of violence of all forms within family has also gone up. So has the awareness about it. According to a study published by Peoples Union for Democratic Rights (PUDR), the member of the unnatural deaths of women has been rising in the last few years most of these are a result of bums. 90% of these cases were married. The majority were from the age group 20- 30 year. In 1983, on an average, two women died of burns everyday in the city Delhi alone. Every one, woman is admitted to the biggest hospital in M.P. as result of burns; every third day one of them succumbs to death. During a period of 8 months in 1982, the area falling under the jurisdiction of just two police stations in Mumbai reported one death of a woman due to bums every fifth day. The stereotype rules of men and women are rigidly defined. The material gains bought by man are for every one to see, the inputs provided by the women being distant are often invisible. The amount of time, energy and labour spent by women in performing her duties go unnoticed. Often she has to pay in terms of sacrificing her likings, interests and skills for the well being of the family. **Kalpana Roy (1999).**

Women and Self- Esteem

a. Self esteem and marital satisfaction:

Barnett and Nietzel (1979), conducted a study on 22 married couples which aimed to find the relationship of instrumental and affectional behaviors and self esteem to marital satisfaction among clinically distressed and non- distressed couples. Eleven distressed couples in the beginning of marital therapy and 11 non-distressed couples made daily observations of their spouses' pleasurable and non-pleasurable behavior over a 14-day period. Results showed a significant negative relationship

between the frequency of displeasurable instrumental events and both overall and daily ratings of marital satisfaction. It was also found that satisfied spouses had positive self feelings. Murray, Holmes and Griffin (2000), studied a sample of 77 married couples and 28 couples who were cohabiting with average duration of marriage of 10.9 yrs. The measures that were used tapped their model of self and other, including self esteem, perceptions of the partner, perceived regard and desired regard and relationship well-being as well as traditional measures of relationship satisfaction, trust, conflict and ambivalence. It was found that low self-esteem disrupts processes of attachment and relationship valuing because it produces unwarranted and unwanted insecurities about partner's regard. Such insecurities were associated with less generous perceptions of partners and lower relationship well being. In contrast, high self esteem acts as a resource by fostering positive perceptions of a person's regard which is critical for generosity and relationship well- being. They also found that people with low self esteem perceive their romantic partners more negatively than people with high self esteem (Murray, Holmes & Griffin, 1996).

Murray, Holmes & Griffin (2003). A longitudinal daily diary study examined how chronic perceptions of a partner's regard for oneself might affect the day – to – day relational contingencies of self-esteem. Married partners each completed a diary for 21 days, and completed measures of satisfaction twice over the year. Multilevel analyses revealed that people who chronically felt more positively regarded compensated for one day's acute self- doubts by perceiving greater acceptance and love from their partner on subsequent days. In contrast, people who chronically felt less positively regarded by their partner internalized acute experiences of rejection, feeling worse about themselves on days after they feared their partner's disaffection.

Over the year, such self- esteem sensitivity to rejection predicted declines in the partner's satisfaction.

Domestic Violence

According to a study released by the UNICEF, it is common for 20% to 50% of women and girls in most countries to have experienced physical violence at the hands of an intimate partner or family member (UNICEF, 2000a). More than 60 million women are missing from population statistics due to acts of violence or neglect. This is domestic violence, violence or neglect. Violence perpetrated by one intimate partner or family member against another, whether it occurs within or outside of the home. One of the most appalling and destructive issues for women is domestic violence, because it is carried out by the most trusted people in a woman's life-family members such as husbands, boyfriends, cohabiting partners, fathers, stepfathers, cohabiting, uncles, and other male relatives. Despite the severity of the problem world – wide, only 44 governments have created legislation to address domestic violence (UNICEF, 2000a). (Sandra L. Russo and Suzanna D.Smith. 2006)

Addressing issue of marginalized women workers through Empowerment

Feminist Perspectives

- Feminist thinking has a long history, with many differentiated perspectives. It concerns the political, social, cultural and other forms of domination of women and their social relations by patriarchy, creates relationships between the genders that disfranchise distempered and devalues women's experience.
- Liberal feminism focuses on inequalities in opportunity, radical feminism on patriarchy, socialist feminism on women's oppression as part of social

inequalities in a class-based social structure, black feminism on the diversity and value of women's experience and postmodern feminism on cultural and social discourses in society that limit conceptions of women and the possibilities for development.

- In social work, feminist thinking has raised concern about power relations that disadvantage women in the profession and reject women's competence, experience and values, the need to understand and value women's experiences and lives as separate and different from those of men and the role men should play where gender issues arise, as in issues around caring, prostitution and domestic and sexual violence and exploitation.

Practice issues and Concepts

Consciousness-raising (connected to the critical practice of conscientisation) as a strategy for stimulating awareness and change.

- Reflexivity as a research tool and its subsequent as an element of practice.
- Dialogic, egalitarian relationships as the vehicle of practice that values and empowers women.
- Social and personal identity and the social processes by which it is formed and by which it changes is an important aspect of creating and intervening in diverse relationships

Wider theoretical perspectives

Liberal feminism (Reynolds, 1993; Dominelli, 2002a) or gradualism (Rojek etal., 1989) seeks equality between men and women, particularly in workplaces and caring and family responsibilities. This view focuses on how sex differences between

women and men are translated by cultural assumptions into gender difference, which then affect social relations. The answer to inequalities is to social conventions and altering the socialization process so that children do not grow up accepting gender inequalities.

Feminist Theories

Liberal Feminism

- All people are created equal
- Faith in rationality
- Education is means to change
- Oppression of women is not a structural feature of capitalist economic system
- Look to state to bring about women's liberation through legislative measure equality through law
- Professional and middle –class women
- National Action Committee on the Status of Woman (N.A.C.):umbrella organization representing 500 hundred feminist-oriented women's groups
- National Organization of Women (N.O.W.)

Socialist Feminism

- Women's oppression caused by their economic dependence
- Integrate issues of gender and class, i.e. unite concepts of patriarchy and capitalism
- Inferior position of women linked to class-based capitalistic system and family structure within this system
- Abolition of gender and class are goals where socialism will only occur with the liberation of women and women's liberation will only occur under socialism

- Sexuality is to feminism what work is to Marxism
- Working class women

Radical Feminism

- Women's oppression is the fundamental oppression at the root of other "isms"
- Sexism is at the core of patriarchy especially in the family
- Male domination is the problem
- Create institutions for women only
- Extreme view would call for severing relationships with men, i.e. end heterosexual relationships
- Total restructuring of society
- Violence against women (rape. sexual harassment, pornography and domestic violence)are focus issues

Post modern Feminism.

- All women are different
- Can never generalize
- A feminist theory is not possible

  Multicultural /Global Feminism
- Recognizing all other differences not just gender
- Focuses on inclusion of oppressions based on gender, class, ethnicity, sexuality, able-bodied ness and age.
- Intersection of gender with race, class and issues of colonization and exploitation of women in developing world **Malcolm Payne (2005)**

A Feminist Empowerment Framework

According to feminist theorists, Women's empowerment entails a process of change in which patriarchal relations are challenged, in an effort to end men's traditional role over women, particularly at the household level (Batliwala 1994). Kabeer (1999) describes women's empowerment as a process through which women acquire the ability to make strategic life choices. The empowerment model described in this study integrates Kabeer's reflection on strategic life choices, which implies the possibility of alternatives for any given decision. Choice is presented in terms of three interrelated dimensions that include resources (pre-condition), agency (process) and achievements (outcomes)

Non Governmental Organizations do not rely on a single input; usually a complimentary package of resources and services are provided to ensure that goals are met (Kabeer1994).as individual and group capacities are enhanced, women's empowerment becomes capable of emerging as a political force that challenges and transforms existing power structures. Non Governmental Organizations are therefore integral to achieving-both individual and group/community-level achievements to attain empowerment (Fetter man 1996; Kieffer 1984; Rappaport 1995; Schuler and Side 1993; Stein 1997).The desired are to see favorable changes among both individuals and communities so that the eventual transformation of society can take place. The figure below illustrates the relationship between individual and how they produce achievements in the empowerment model referred to in this study. The following is a discussion of the elements contained in the empowerment model.

Women's Empowerment Conceptual Framework.

INDIVIDUAL CAPACITIES	**ACHIEVEMENTS**
Attitudes/beliefs Self-Esteem	Individual Achievements Autonomy;
Self-Efficacy/Agency	Higher status; increased social (and
	Family) support; Control over
Capabilities Knowledge/skills	resources New skills (work, interpersonal
Critical consciousness	organizational); Greater mobility;
Gender Awareness	Increased decision-making power;
	Power; increased self-sufficiency;
Resources Information	Employment increased income.
Material Social, human	Group &Societal law and policy culture
	Custom changes operationalized policies

GROUP CAPACITIES

(NGOs, collectives, network)

Collective Agency Social Participation

Feminist Social Theory

After having reviewed the related in the study the researcher will present the analysis of the data in the next chapter. Marital disharmony can bring done the self esteem of the women hence women need to be empowered for holistic development. Thus the researcher brings out the theoretical frame work and empowerment model and feministic perspective to bring about a qualitative change in the life of the respondents under study.

CHAPTER – III

CHAPTER –III

RESEARCH METHODOLOGY

INTRODUCTION

After having reviewed the relevant literature, the research methodology would be discussed in this chapter to gain an understanding about the title of the study, the objectives which were dealt with in the study and further about the sampling design and of the sources & tools of data collection, analysis of data, limitations and chapterization of the study.

Research Objectives

- To study the socio- demographic details of the respondents.
- To study the perception of the respondents about their children's education.
- To study the working conditions, nature of job and the difficulties encountered at the work spot by the respondents.
- To study the debt and borrowing patterns among the respondents.
- To study the marital satisfaction among the respondents.
- To assess the level of self esteem among the respondents.
- To assess the difficulties encountered by the respondents due to dual role played by the respondents.
- To assess the knowledge of the respondents towards their present welfare schemes and their expectations from the Government.
- To study about the awareness of the respondents towards their rights.
- To study the human rights perspective of the respondents
- To study the future aspirations of the respondents.

Field of Study

The study was conducted in the Mofussil areas of South Chennai with specific reference to Tambaram Taluk. The key areas identified for data collection was based on the predominance of women construction workers assembling in a common junction which includes market places and bus stands. The researcher defines these areas "as open air recruitment zone", including Tambaram and adjoining areas close to Chennai city which includes the following areas Tambaram, Pammal, Pallavaram, Madipakkam, Chrompet, Keelkattalai, & CampRoad .Here both public works and private buildings are coming up. These include construction of bridges, I.T. offices and commercial establishments. The workers are employed under such contractors, who act as intermediaries between the employer and the worker.

Research Design

A research design indicates how the data will be collected, analyzed and reported and includes the types of sampling, methods of data collection and analysis to be used. The design is a plan of action which indicates how to propose the research problem. This study is descriptive –diagnostic in nature. Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual, or of a group whereas diagnostic research studies determine the frequency with which something occurs or its association with something else. The study concerning whether certain variables are associated are examples of diagnostic research study.

In descriptive as well as in diagnostic studies, the researcher must be able to define clearly, what she wants to measure and must find an adequate method for

measuring it along with a clear cut definition of the 'population' she wants to study. Since the aim is to obtain complete and accurate information in the said studies, the procedure to be used must be carefully planned. The research design must make enough provision for protection against bias and must maximize reliability, with due concern for the economical completion of research study. Then comes the question of selecting the methods by which the data are to be obtained. In other words, techniques for collecting the information must be devised. Several methods (viz, observations, questionnaires, interviewing, examination of records, etc).

The research design adopted for the study is the descriptive diagnostic design .Keeping the objectives of the study in view, the researcher has presented the condition related to the socio-economic, occupational, and family variables concerning the respondents under study and has analyzed the inter relationship between the variables so as to get a complete understanding of the problem under study .Such a comphrensive study will pave the way for implementing suitable models for social work interventions.

HYPOTHESES

The hypothesis is a conjectural statement of the relations between two or more variables (Kerlinger, 1970). One of the purposes of the hypothesis, as Kerlinger suggests, is to provide researchers with a framework for collecting, analyzing and interpreting data. Hence the hypothesis for this study is constructed more for guiding data analysis rather than a strict sense of testing relationships, as in social research one can never actually prove that there is a relationship between two variables (Aston and Bowles, 1998).

Once variables have been defined, many quantitative researchers go on to develop hypotheses about their variables. Hypotheses are statements about variables and the relationships between them. They are derived from the research questions about concepts which began the process of operationalisation. Hypotheses are important in quantitative research because they clarify and guide the research process, including how the data will be analyzed.

Hypotheses of the study

- Higher the marital satisfaction, higher the self –esteem in all domains of the respondents.
- More marginalized the caste higher the socio- economic backwardness of the respondents.
- Higher the age lesser the work productivity of the respondents
- No relationship exists between parent's education and occupation of the respondents' children.
- Higher the stresses lower the self-esteem of the respondents.

SAMPLING DESIGN

The total population of women construction workers in the seven areas in the field of study. The researcher adopted stratified random sampling with the seven areas using probability proportional to size. The sample size (n) includes 339 while each areas list was taken into consideration for drawing the size.

Distribution of sample size according to area wise has been enlisted below:

S.No	Total no of women construction workers	Sample Size
1. Pallavaram	102	42
2. Pammal	72	30
3. Chrompet	51	21
4. Tambaram	102	42
5.Camp Road	252	103
6. Keelkatalai	48	20
7. Madipakkam	198	81

Note: An area map has been enclosed in the Annexure

N1 N2 N3 N4 N5 N6 N7 N1 + N2 ___________________

N7 =825

K=n N 339

825

0.3734

Population frame n=308m sampling frame the sampling units have been derived in accordance to the population unit of each area. The list drawn included name, age, place of residence with address. The approximate number of women construction workers in seven different areas of Tambaram Taluk was included for the study. The above table revealed the population frame within the population units. Stratified random sampling was adopted using probability proportional to size. The sample units were chosen from the respected population units with respect to simple random sampling without replacement in such way that each one of the population

has an equal chance of being selected in the sample. The sample was chosen in a scientific and purely at random manner. Thus the sample drawn was stratified simple random sampling without replacement, using lottery method. The sample size was 339. The sample size drawn was 1/3 rd of each area using proportionate probability sampling. To make provision for the occurrence of error in sampling strategy, the researcher has increased the appropriate sample size number.

SOURCES OF DATA

Primary Data

The two main sources of data in social science research are 'people' and 'paper'. The responses to questions put to people constitute the major sources of data in social research. This source is labeled as the primary source of data. The paper sources are commonly known as 'secondary sources of data' or 'available data sources'. The researcher collected the primary data directly from the respondents using a detailed interview schedule and two standard scales.

1 .Marital Satisfaction Scale by -Brinda Amirtharaj and Indira Jaiprakash (1985).

2 .Self Esteem Scale by Karunanidhi (1996)

Secondary data

Secondary data was gathered from Government records, case history recordings, published literature, research study reports, and web sites. Field level interviews enabled the researcher to collect a lot of valuable information about the research problem.

TOOLS OF DATA COLLECTION

A detailed interview schedule was adopted to collect the data from the respondents. Areas covered include

- Socio –demographic profile of the respondents:

This part contains the age of the respondents, religion, caste, marital –status, mother tongue and occupation of the respondents, followed by the family constellation.

- Health status of the respondents was explained to bring out in detail about the holistic health aspects of the respondents.
- Basic amenities available for the respondents.
- Physical Infra-structural facilities of the respondents.
- Details of place of living of the respondents.
- Educational details of the children of the respondents.
- Nature of work of the respondents.
- Wage pattern of the respondents.
- Occupational hazards faced by the respondents.
- Marital details of the respondents.
- Demographic Profile of the respondents' spouses.
- Decision making patterns of the respondents.
- Treatment of the respondents by their spouses and family members at home.
- Ability of the respondents to deal with conflict situations.
- Knowledge of welfare measure among the respondents.
- Awareness of welfare schemes among the respondents.
- Expectations of the respondents towards government welfare schemes.

- Striking reasons for suppressed position in life.
- Awareness of human rights among the respondents.
- Human Rights perspectives of the respondents.
- Future aspirations.

Marital Satisfaction Scale:

Marital Satisfaction Scale was used to understand the level of satisfaction of the respondent in the marital life. The scale used by on marital satisfaction was applied to assess marital satisfaction of the respondents Brinda Amirtharaj and Indira Jaiprakash (1985). It was a standardized scale. Scores were given on the following inferences, there were totally 30 questions included in the scale to assess the marital satisfaction level. The least score for the statement i.e. zero, maximum is 2, so the maximum was 60 and the variation would follow according to the categorization, depending upon the statement

Accordingly the gradations were

High Score ranging between --- 40-60

Middle Score ranging between --- 20-40

Low Score ranging between --- below 20

Main Features: Maximum score possible in this scale was 60 and minimum score is 0. Content wise, the scale sampled social emotional, interpersonal and sexual sources of satisfaction in marriage.

Reliability and Validity: The split-half reliability correlating old even reliability was found to be 0.96. Validity of the test was found to be 0.77.

Karunanidhi Self-Esteem scale, **(1996)** has been used to study the self esteem of the Women Construction Workers.

This is a multi dimensional questionnaire in the form of statements. Each statement has four alternative responses such as 'Always', 'Most of the time', 'some times' and 'Never'

The scale measures six dimensions of Self-Esteem are: 1) Competency 2) Global Self Esteem, 3) Esteem based on Self Control, 4) Social Esteem, 5) Family Esteem, 6) Esteem based on Physical fitness.

Low	:	0-40
Moderate	:	41-80
Good	:	81-120
High	:	121-165

Concepts and Definition of Terms

Mofussil areas: Those areas located in the outskirts of the city and are linked to the city for all activities are considered as mofussil areas.

Women construction workers: In this study, the term women construction workers refers to married women above eighteen years involved in the building of offices, bridges and other commercial establishments, and who are employed under sub-contractors.

Marital satisfaction

"Marital satisfaction refers to the level of contentment in life" as defined by Brinda Amirtharaj and Indira Jaiprakash (1985) whose Marital Satisfaction Scale has been used for the study.

Self esteem: In this study Rosenberg's concept of self esteem has been applied. This is explained as follows:

ROSENBERG (1965): has defined self esteem as the, "evaluation which the individual makes and customarily maintains with regard to one's self expressed as an attitude of approval".

Pre-testing was conducted by selecting 10 respondents, to find out whether the schedule fulfills the objectives of the study, The pre-testing helped the researcher to improve on the tools .Some questions related to the job satisfaction and health services were not relevant .The researcher included some more relevant questions on Family life and Personality variables...

Data collection: The data was collected form the Mofussil areas of south Chennai areas which is predominant junction for construction workers. A prior visit proved the seven areas are prominent areas for construction workers; the places include bus stand and market places. The data was collected from the month of March 2005 to June 2005.

Analysis of the data: The information collected with the help of interview schedule which was edited; codes were assigned in accordance to the data. The details were extended to a code book. A master sheet was prepared with the help of the same; it presented the coded information of all the respondents who aided in the process of data analysis. The data obtained was analyzed with the help of S.P.S.S software (Statistical Package for Social Sciences). The descriptive statistical tests used for analysis were chi square test which helped to test whether more than two population proportions can be considered equal. Mann-Whitney U test non parametric tests which compare mean score of two groups or population's. Kruskal-Wallis test is an extension of the Mann-Whitney U test used in situations where more than two populations are involved. Here the researcher has compared the equality of medians in more than two groups. The goal of principal components analysis is to reduce an original set of variables into a smaller set of uncorrelated components that represent most of the information found in the original variables. Multivariate Analysis like Discriminant and Classification Methods were also used for data analysis.

Limitations of the study:

The researcher has found time as a great limitation since she had to travel extensively to reach all the areas, also the respondents were available from morning 6am to till around 11.30 am, as they would leave the place, as soon as they find a employer for the day or would return home if they found no work for the day. Since their livelihood is more important, the researcher respected their time and collected data depending on their availability and time factor.

Chapterization :

The study report will be organized in the following format;

Chapter (i) will provide the introduction, statement of the problem and the significance of the study.

Chapter (ii) will contain a detailed review of the theoretical and empirical literature on variables included in the study.

Chapter (iii) will outline the research methodology for the study.

Chapter (IV) will present the analysis of data.

Chapter (v) will include the discussion on major findings

Chapter (VI) will include Suggestions, Areas for further studies, Model for Social Work practice and Conclusion.

CHAPTER – IV

CHAPTER – IV

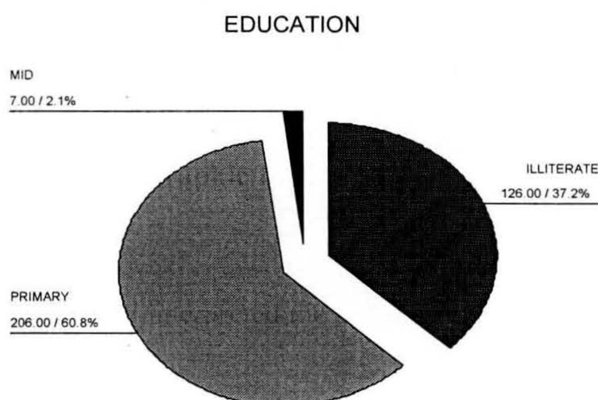
Descriptive and Inferential Analysis of Data

Socio – Demographic factors

INTRODUCTION

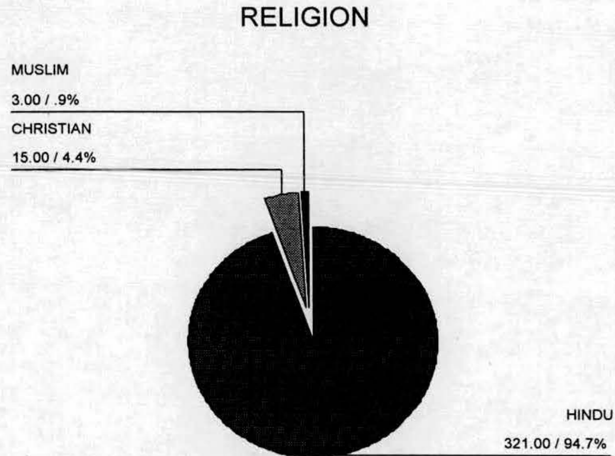
The researcher analyzed and interpreted the data based on the objectives of the study.

Figure 4.1.1



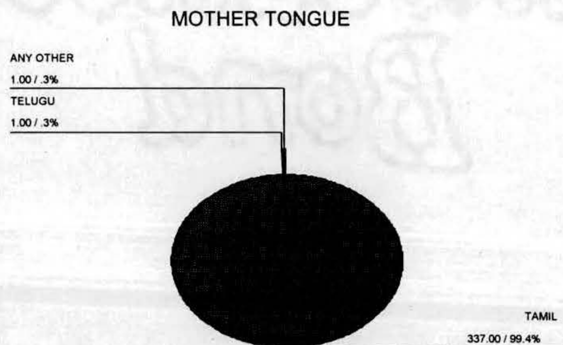
It was significant to note that 60.8% were educated up to primary education, while only 2% were educated up to middle school level, while 37.2 % were illiterates. Education is the tool for development. In spite of the advancement in the field of education it was observed that the majority of the respondents were deprived of the right to education, as enshrined in article (21a) of the Constitution. The total literacy rate was 64.8% while male literacy rate was (75.2%) and 53.7% was the female literacy as per census (2001).

Figure 4.1.2



The majority of the respondents were Hindus, who constituted (94.7%), 9% were Muslims, while only 4.4% were Christians. As per the general population scenario Hindu population was large in number which was also reflected in the study. As per the census reports (2001), 80.5% were Hindus, 13.4% were Muslims, and only 2.3% were Christians.

Figure 4.1.3



The majority of the respondents spoke Tamil who constituted 99.4% of the respondents, 0.3% spoke Telugu and Urdu respectively.

Table 4.1.1

Socio – Demographic Factors of the Respondents

Factors	Particulars	No. of Respondents	Percentage
		(n=339)	
Caste	F.C	3	9
	B.C	227	67.0
	M.B.C	17	5.0
	SC/ST	92	27.1
Occupation	Chital	339	100
Marital status	Married	305	90.0
	Separated	34	10

Caste

It was reflected from the study that 67% belonged to Backward Community, 27% belonged to Scheduled Caste, 9% belonged to Forward Caste and 5% belonged to Most Backward Community. As per census data (2001)16.2% belonged to Scheduled Caste, while 8.2% were Scheduled Tribes.

Occupation

All the respondents were Chithals.

Marital status

All the respondents were married; while among the married persons (10%) were separated

Table 4.1.2

Family history of the Respondents:

Number of members in the family		Frequency	Percentage
	< 3	97	28.6
	4-6	222	65.5
	7-9	19	5.6
	> 10	1	0.3
Number of Male Members	No male members	8	2.4
	1-2	232	68.5
	3-4	89	26.1
	5-6	10	3
Number of Female Members	1-2	268	79
	3-4	62	18.3
	5-6	9	2.7
Presence of Children	1-2	204	60.2
	3-4	90	26.5
	>5	17	5.0
	No Children	28	8.3
Total Income of the Family	<2000	42	12.3
	2001-3000	13	3.8
	3001-4000	225	66.4

	4001-5000	54	15.9
	> 5000	6	1.7
Total number of Earning Members in the Family	1-2	301	88.7
	3-4	37	10.9
	<5	1	1.2
Total number of Senior Citizens	1	18	5.3
	2	5	1.5
	No Senior Citizens	316	93.2
Total number of Dependents	No Dependents	113	33.4
	1-2	167	49.2
	3-4	59	17.4
Total number of School going Children	Non School going children	150	44.2
	1-2	154	45.4
	3-4	34	10.0
	<5	1	0.3

The above table revealed that the majority had a family size ranging between (4-6) members, which constituted (65.5%) with respect to the number of male members in the family, the majority fell between 1-2 members and this constituted 68.5 %. With regard to the female numbers in the family, they fell in the range between 1-2 members constituted (79%), the male/ female ratio was 933 /1000 as per census data 2001. With regard to the number of children present in the family it was inferred from the data that (91.7%) had children, while (60.2%) had children ranging between 1-2, (26.5%) children ranging between 3-4, and (5%) of the respondents had more than five children. 28 persons (8.3%) did not have children. Children are a source of joy to the family as also seen in the data. The majority had children. It was also noted that less education for women also leads to less control over their reproductive rights.

With regard to the total income of the family, the majority fell in the income range between Rs. (3001-4000) which constituted (66.4%). It was significant to note that even though both the partners earned hard, they did not get minimum wages, hence they tend to fall below the poverty line. The earnings of the family members did not meet the needs of the family due to the cost of living and due to irregularity in their nature of job. The total no of earning members in the family ranged between of 1-2, members included (88.7%), while (10.9%) of the respondents had 3-4 earning members in the family

With regard to the number of senior citizens present in the family, it was revealed from the data that only (6.8%) had senior citizens in the family, most of the respondents were migrants from neighbouring rural areas hence they tend to leave

Table 4.1.3

Health Aspects of Respondents

		Frequency	Percentage
Major illness	Respiratory disorders	335	98.8
	Chest pain	336	99.1
	Multiple Responses	N- 339	
Source of Treatment	Government	328	96.8
	Private	11	3.2
Ability to spend for Medical Expenses	Not able	337	99.4
	Able	2	0.6
Source of borrowing for medical expenses	Friends	258	76.1
	Relatives	79	23.3
Prevalence of sanitary facilities	Not prevalent	338	99.7
	Prevalent	1	0.3
Reasons for non prevalence of sanitary facilities	Lack of money	120	35.4
	Lack of Health Care facilities	218	64.3
	Prevalent of sanitary facilities	1	0.3
Reasons for working during pregnancy	Lack of money	250	73.7
	Compulsion	61	17.9
	No children	28	8.3
Place of delivery	Home	63	18.5

	Hospital	248	73.2
	No Children	28	8.3
Regularity for medical checkup	Not Regular	265	78.2
	Regular	46	13.6
	No children	28	8.3
Rest taken after Delivery	No rest	5	1.5
	1week	55	16.2
	2 week	251	74.04
	No children	28	8.3
Practice of Family Planning Method	Temporary	19	6.3
	Permanent	6	2.0
	Do not practice family planning method.	314	91.7

Table no 4.1.3 revealed the health aspects of the respondents. As reflected from the data majority i.e. 98.8% suffered from respiratory problems, while 99.1% of the respondents suffered from chest pain. Since the nature of work was hard physical labour with constant exposure to pollution, most of the respondents suffered from health problems. The respondents mostly had access to government hospitals which constituted 96.7% due to their poverty. It was unfortunate to note that most of the health problems faced by the respondents were directly related to their occupation, but no medical care was given to them. Majority i.e. 73.2% of them went to government hospital which caters to the poorer sections of society. The majority i.e. 99.4 % had no ability to spend on medical expenses. Due to their poor earnings they were unable

to take care of their health expenses, hence they were forced to borrow money to meet the medical expenses, and 76.1% borrowed money from friends and 23.3% borrowed from relatives.

Sanitation and health are highly correlated, since better the sanitation, better will be the health condition of the respondents. As reflected from the data 97.7% did not have proper sanitary facilities, 35.4% opined that it was due to lack of money while 64.3% attributed it be due to lack of health care facilities, although many went to government hospitals they find it difficult to take a day off, for fear of losing their one day's wages. They were not given any medical benefits; hence if they fell ill in most cases they postponed their visit to the hospital. Only in chronic situations they went to the hospital.

Pregnancy is a crucial time in the life of women. Careful nurturing is required to bring new life, but unfortunately, the majority of the respondents worked during the pregnancy period, (73.7 %) opined that they worked during pregnancy due to lack of money, while (17.9%) worked due to compulsion and under forced circumstances. It was significant to note that although there were hospitals available there was no proper infrastructure facilities, respondents had no time to under go pre - natal test for safe delivery, as they go to hospital only at the time of delivery. It was observed that 63% went to hospitals for delivery, while 18.5% had delivery at home. With regard to rest taken after delivery, it was found that 74.04 % had only two weeks of rest, while 16.2 % took one week of rest. A vast majority (91.7%) of them were unable to take proper rest due to non availability of maternity benefit. With regard to practice of family planning method, a vast majority that is 91.7% were not practising family planning method.

Figure 4.1.4

Basic Amenities at home:

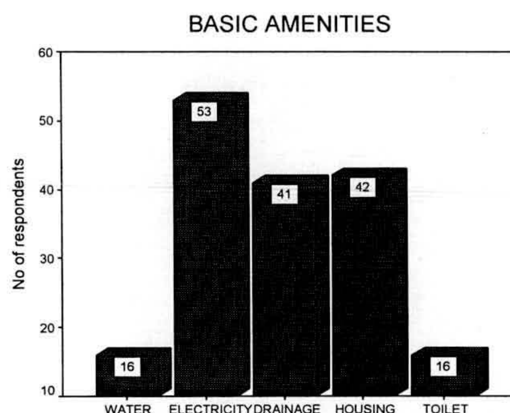


Figure no 4:1:4 revealed the prevalence of basic amenities among the respondents, accordingly it was observed that 16 persons (4.7%) had access to proper water facilities, 53 persons (15.6 %) had access to electricity, 41 persons (12.7%) had drainage facilities, 42 persons (12.3%) had proper housing facilities, which they availed of mostly on rental basis, while 16 persons (4.7%) had access to toilet facilities, as they mostly used only public toilets.

Table 4.1.5

Basic infra-structural facilities of the Respondents

		Frequency	Percentage
Ownership of house	Not owned	259	76.4
	Owned	80	23.5
Type of house	Tiled	35	10.3
	Thatched	303	89.4
	Concrete	01	0.3

The table no 4:1:5 revealed the type of ownership of houses; accordingly it was found that the majority i.e. 74.9% did not own house due to their low income and poverty. With regard to the type of houses the data revealed that 89.4% lived under thatched roof, while 10.3% lived in tiled roof and only 3% lived in concrete houses.

Table 4.1.6

Details of place of living of the Respondents

		Frequency	Percentage
Duration of stay	1 – 5 years	67	19.8
	6 – 10 years	159	46.8
	11 – 15 years	60	17.7
	16 – 30 years	53	15.7
Place of origin	Chengalpet	83	24.4
	Thiruvanamalai	114	33.6
	Thiruneermalai	10	2.9
	Tindivanam	99	29.2
	Thirunelveli	3	0.9
	Padapai	1	0.3
	Madurai	7	2
	Salem	15	4.4
	Same place	7	2
Rental Payment	<100	2	0.6
	101-200	1	0.3

	201-300	4	1.2
	301-400	103	30.4
	401-500	140	41
	>500	4	1.2
	Own house	85	25
Reasons for Migration	In search of Livelihood	133	39.2
	Family have already migrated	12	3.6
	Agricultural Failure	77	22.7
	No Jobs	93	27.4
	Poverty	18	5.3
	Illiteracy	6	1.7
Land owned	Not owned	327	96.5
	Owned	12	3.5
Difficulties encountered in the current place of dwelling	Loneliness	57	16.8
	No Basic facilities	114	33.6
	Heavy work load	168	49.6

Proper shelter is vital for safe living, as revealed from the data. The majority of them had migrated from the rural areas, the push and pull factors operated for the mobility of the respondents. With regard to the duration of stay, 46.8% had lived in the current place for 6-10 years, 19.8% had lived between 1-5 years. They can be considered as recent migrants, and 32.4% had stayed in the current place of dwelling for more than a decade This revealed that earlier the period of migration the larger the duration of stay.

With regard to the place of migration among the respondents it was significant to note that 24.4% had migrated from Chengalpet, 33.6% had migrated were from Thiruvanamalai, 29.2% had migrated from Tindivanam , 4.4% from Salem, 0.9% have migrated from Tirunelveli, 0.3% from Padapai, 2.9 % have migrated from Thiruneermalai, 2 % have migrated from Madurai, while 2% were those who were residing in the same place. The data revealed that the key areas from where the respondents had migrated were from Thiruvanamalai, Tindivanam, and Chengalpet. As per the census data, these areas were classified as drought prone areas. The data depicted the fact that the respondents had migrated from rural areas to cities in search of livelihood. They were unable to find jobs in agricultural sectors due to monsoon failure, lack of ownership of land and lack of proper irrigation facilities. They find it hard to eke out their livelihood and hence were forced to migrate towards cities in search of jobs. Their nature of job mostly drew them to the construction industry which provides cheap labour.

Migration had started even a decade before, due to poor failure in agricultural sector, and people were forcefully migrating into cities and mostly landing in areas

with poor housing conditions. The main factors attributed for migration among the respondents were as follows, 39.2% of the respondents had migrated in search of livelihood, 3.6% had migrated due to family members who had already migrated, 22.7% had migrated due to agricultural failure, 27.4% had no jobs in agricultural sector, and 5.3% were suffering from poverty while 1.7% had migrated due to illiteracy. The data revealed that 96.4% did not own property, while a small proportion i.e. (3.5%) owned dry land holdings in their villages. With regard to difficulties encountered in the place of dwelling (49.6%) opined that they found life loaded with heavy work, and 33.6% opined that they had no major difficulties at home.

Table No 4.1.7

Educational details of the children

		Frequency	Percentage
Children studying	Not studying	150	44.2
	Studying	189	55.7
Reasons for children not studying	Illiteracy of themselves	40	11.7
	Unemployment	9	2.6
	Poverty	101	2.9
	Studying	189	55.7
Type of school	Government	188	55.5
	Private	01	0.3

	Not Studying	150	44.2
Frequency in going to school	Irregular	01	0.3
	Partially Regular	176	52
	Regular	12	3.5
	Not Studying	150	44.2
Prevalence of time for sending to school	Have time to send their children to school	36	10.6
	No time	114	33.6
	Not Studying	150	44.2
Level of academic performance of the respondents children	Very satisfied	9	2.7
	Moderately satisfied	178	52.5
	Satisfied	0.1	0.3
	Not studying	150	44.2
Remedial measures through government schemes	Government Schemes	162	48
	Loan facility	6	1.8
	Scholarship	21	6.2

	Not Studying	150	44.2
Steps taken for motivating their children to study.	Encouragement	172	50.7
	Support	11	3.2
	Guidance	6	1.8
	Not Studying	150	44.2
Children emphasized to study	Emphasized to study	160	47.2
	Not to study	39	11.5
	Not Studying	150	44.2
Spouses responsibility in children's education	Responsible	160	47.2
	Not responsible	29	8.6
	Not Studying	150	44.2
Management of children while at work	The children were able to manage on their own .	118	34.8
	Children taken to the work spot	20	5.9
	Crèche available near their house	9	2.7
	Mother's care	39	11.5
	In laws care	3	0.9
	Not Studying	150	44.2

Opinion regarding children taking up construction work	I will not take to site area	35	10.3
	I will not describe my job to my children	7	2.6
	I would not train them in the same line	111	32.7
	I would see that I discourage them to take up the same job	43	12.7
	I have no alternate job.	108	32
	No children	28	8.3
	Undecided	7	12
Children currently in the same job	Yes	71	20.9
	No	268	79.1

Education is crucial for the overall development of a person. Education leads to empowerment. Education is vital for getting decent wages, for enhancing the standard of living. With this background when the researcher analyzed the data, it was significant to note that children of the respondents were struggling hard to face obstacles to come up in life. The majority i.e. 55.7% were studying, while 44.2% of the respondents' children were not studying.

With regard to the reasons for those children not studying, it was inferred from the data that 11.7% attributed it to be their own illiteracy of them selves, 2.6% was due to lack of regular employment, 29% stated that it was due to poverty. It was

relevant to note that among those children who were going to school, it was found that 52% were partially regular, while only 3.5% were regularly going to school, with regard to prevalence of time for the respondents for sending their children to school it was inferred from the data that only 10.6% had time to send their children to school, while 33.6% had no time to send their children to school.

The study revealed that only 2.7% were very satisfied with the level of academic performance of their children, while 52.5% were moderately satisfied with their children's academic performance, only 0.3% were satisfied with their wards academic performance. The Government provides welfare facilities for the children of the marginalized group. From the data it was inferred that the majority of the respondents expected government schemes to enhance the quality of education of their children.

With regard to the steps taken for motivating their children, it was inferred from the data that 50.7% encouraged their children to study, and 3.2% opined that they provided support system and 1.8% provided guidance for their children to study well. It was found that, 44.2% of the respondents emphasized the need for their children to study, while 11.5% did not emphasize this need.

A very important factor that was explored in the data was the management of children while at work. The study revealed that 34.8% stated that their children were able to manage on their own .5.9% opined that they took their children to the work spot and 2.7% left their children in crèche near their work spot, 11.5% had opined that they left their children in their mother's care, 0.9% had opined that they left their children in their mother-in law's care..

With regard to the opinion of the respondents towards their children taking up the same job, it was inferred from the data that 10.3% opined that they would not

take their wards to the site area, while 2.1% opined that they would not describe their job to their children, 32.7% opined that they would not leave them in the same line, 12.7% opined that they would discourage their children from taking the same job, 32 % opined that they had no alternative job, while 12 % remained undecided over the issue. 8.2% were those who did not have children.

With regard to children practising the same job, 29.2% opined that their children intended practising the same job, while 70.8% opined that their children did not practiced to do the same job.

Table 4.1.8

Nature of work of the Respondent

		Frequency	Percentage
Nature of work	Carrying bricks	338	99.7
	Mixing sand with cement	336	99.0
	Putting zalli	336	99.0
	Climbing stairs	335	98.8
	Multiple Responses	N--339	
Nature of job	Dangerous to some extent	333	98.2
	Not Dangerous	6	1.8
Hardship of job	Not facing hardship	7	2.1
	Facing hardship	332	97.9

Reason for choosing the job	I know only this job	210	61.9
	Ancestral	99	29.2
	Just available	26	7.7
	Any other	4	1.2
Age at which respondent started working	8-13	25	7.4
	14-16	108	31.9
	17-19	172	50.6
	20-26	34	10.1
Practice of any other job earlier.	Yes	307	90.6
	No	32	9.4
Members involved in construction work	Husband only	150	44.2
	Children only	68	20.1
	Husband Children	95	28.0
	Relatives	4	1.2
	Not Practiscing the Same job	22	6.5
Timing of work	6-7 hours	3	0.9
	8 hours	67	19.7
	9 hours	86	25.4
	10 hours	183	54.0
Major reason for continuity in the same job	House near by	60	17.7
	Ancestral	48	14.2
	Poverty	43	12.7

	Lack of Education	188	55.4
Mode of payment	Daily	334	98.5
	Weekly	5	1.5
Maintenance of records	Yes	2	0.6
	No	337	99.4
Persons paying the wages	Maistry (sub-contractor)	278	82.0
	Owner	8	2.4
	Contractor	53	15.6
Frequency of work per week	2 days	33	9.7
	3 days	304	89.7
	6 days	2	0.6
Monthly earning in rupees	800-900	7	2.0
	901-1000	44	13.0
	1001-1100	156	46.0
	1101-1200	132	39.0
Differences in wage payments	Differences in wages	314	92.6
	No differences in wages	25	7.4
Equal wages for both sex	Equal wages	15	4.4
	No equal wages	324	95.6
Over time done and	Rs. 10 per day	43	12.7

wages received per day	Rs. 20 per day	296	87.3
Prevalence of safety measures	Safety	1	0.3
	No safety	338	99.7
Prevalence of sexual harassment at work spot .	Prevalent	14	4.1
	Not prevalent	324	96.9
Practice during off – seasons	Domestic Work	143	42.1
	Coolie Work	83	24.5
	Pledged Jewels	64	18.9
	Go back to agricultural labour	49	14.5

Work is important for the well being of the person. It gives one an identity and a sense of self- respect for the individual, above all it sustains life. The study revealed that all the respondents were chithals. The work involved carrying loads, climbing stairs and mixing sand with cement. The workers' participation rate as depicted was as follows. 39.1% (male) and 51.7% for female as per (Census data 2001).

The data also revealed that women were paid low wages in comparison to men. Gender disparity prevails in the work situation. Women did not get promotion, unlike men in the construction work, who rise from Periyaal ,who assists the women in mixing cement, zalli with water and earned Rs.150, Kothanar earned Rs.200, he builds the house, while maistries, supervised the building construction and earned

Rs.250, while most women remain as Chithals and also retire as Chithals, which is the lowest rung of the ladder.

Age is an important factor to perform in a job with age, one's education and maturity increases. Women had started to work at a very early age due to lack of proper education, poverty and poor economic condition. As inferred from the data, respondents had started working at very early age, 7.4% had started working between the ages of 8-13 years, 32% had started working between the age group of 14-16 years, while 50.6% had started working between the age group of 17-19 years, and 10.1% had started working between the age group of 20-26 years. It was important to note that those who started working at an early age were at high risk because their health was affected at a very early age .The nature of work also affected their health adversely .

The majority i.e. 90.6% had practiced other jobs earlier, while only 9% had not done any other jobs .The respondents had been engaged in this work due to agricultural failure; hence they worked along with their family members as well. As reflected from the data 44.2% of the spouses were practising the same job, 20.1% of their off springs were practicing the same job, 28% of their spouse and their children practised the same job and 1.2% of their relatives practiced the same job. Work timings are important to motivate a person to work efficiently. The majority i.e. 54% worked for 10 hours per day, 25.4 % worked for 9 hours per day, 19.7% worked for 8 hours per day and 0.9% worked for 7 hours per day. Although the law states that no person shall work for more than 8 hours a day, the majority of the workers worked for long hours.

The study revealed the fact that (17.7), preferred to continue to do the same job as it was near their houses, where as 14.2% stated that they continued the job as it

was their ancestral occupation, 12.7% stated that they continued the same job due to the poverty, while 55.4% stated that they had less education hence were forced to take the job for survival. With regard to the mode of payment it was seen that the majority i.e. 98.5% got wages on daily wage basis, 1.5% earned weekly wages.

With regard to the persons paying the wages, the majority i.e. 82% opined that maistry paid their wages hence there was no direct relationship between the worker and the owner. With regard to the wages received from the employer, only 2.4% received wages from their employer. Modernization has reduced the labour force in construction industry. As revealed from the data 9.7% worked for 2 days in a week, 89.7% worked for 3 days in a week, and 13% worked for 6 days in a week. On calculating the frequency of income per month it was inferred from the data that 2% earned between Rs.800 to Rs.900 per month while 13% earned between Rs.901 to Rs.1000, 46% earned between Rs.1001 to Rs.1100 and 3% earned between Rs.1101 to 1200, the majority earned between Rs.1101-1200. They constituted 85% of the respondents. Gender discrimination prevails in the construction work as women do more physical labour but earn less than men, as reflected in the data 92.6% felt that there was discrimination at work. Majority 95.6% stated that there was no equal wages for men and women, although stated in Article 14 that there should be no discrimination of wages on the grounds of sex. With regard to over time paid for extra work, it was inferred from the study that 12.7% got Rs.10 extra per day for extra work, 87.3% expressed that they got Rs.20 extra especially when putting zalli, this was mostly done on Sundays when they go for work on a holiday and when they were putting extra effort they get Rs.20 extra with food given during the lunch time.

Safety measures need to be practised, as per labour laws. Unfortunately there were hardly any safety measures prevailing in the work situations as opined by 99.7%

of the respondents. One respondent's spouse had a fatal fall from a 3 storied building and another respondent fractured his leg. Hardly any compensation was given, nor was medical expenses met by the so called "owner", who was least bothered of the well being of the workers. They only expected cheap labour from the respondents. It was significant to note that 96.9% did not face sexual harassment at work spot , while 4.1% faced sexual harassment at work spot. With regard to the practice during off season, it was inferred that 42.1% did domestic work, 24.5% did coolie work, 18.9% pledged jewels and 14.5% went back to do agricultural labour.

Table 4.1.9
Wage pattern of the respondents

Income per day in Rupees	Rs. 70	15	4.4
	Rs. 80	101	29.8
	Rs. 90	221	65.2
	Rs. 100	2	0.6
Number of days earning per week	2 days	14	4.2
	3days	324	95.5
	>4days	01	0.3
Number of working days per month	8-9	18	5.4
	10-11	319	94
	>12	02	0.6

Women toil hard to eke a livelihood. It was observed that the respondents did not have decent wages. Majority of the respondents i.e. 92.4% earned an income below Rs. 90, and only 0.6 % earned Rs. 100 per day, while the minimum wages act states that a person's income should be at least Rs. 100 per day , on the contrary the respondents hardly get a minimum wage for decent living .

It was found that majority 95.9% earned thrice a week while 4.2% earned only twice a week and 0.3 % earned four times in a week. With regard to the number of working days in a month 5.4% got work between 8-9 days in a month. 94% had worked between 10-11 days in a month and 0.6% had worked for more than 12 days in a month. The majority of the respondents await work daily, each day was a trauma, for they know not whether they would get work each day. The respondents wait from morning 6 am. If they get work they do it. Otherwise they go home.

Table 4.1.10

Occupational Hazards faced by the respondents

		Frequency	Percentage
Occupational health hazards of the respondents	Physical	319	94.1
	Respiratory disorder	331	97.6
	Chest pain	335	98.8
	Spinal cord	36	10.6
	T.B. dust & allergy	26	7.7
	Gastrointestinal	12	3.6
	Gynecological	9	2.7

Multiple responses N=339

Type of Injuries	Head	6	1.8
	Leg & hand injuries	25	7.4
	No Injuries	308	90.8

The major health hazards faced by the respondent's were physical ailments by which 319 (94.1%) persons were affected with physical problems, 293 persons (97.6%) faced respiratory disorders due to the nature of work and 335 persons (98.8) had chest pain due to their work nature, while 36 persons had problems of spinal cord ,(7.7%) faced dust allergies and 12 person's (3.6%) faced gastro- intestinal problems and (2.7%) faced gynecological problems, almost all the respondents had one of the other forms of illness due to their heavy workload.

The type of injuries faced by the respondents families include head injury which affected 6 persons (1.8%) and leg and hand injuries were faced by 25 persons (7.4%). It was significant to note that they did not get proper medical care from their employers.

Table 4.1.11

Details regarding Debt and Borrowing of the Respondents

		Frequency	Percentage
Prevalence of debt	No debt	22	6.5
	Debt	317	93.5
Sources of borrowing	Private	103	30.4
	Thandal	214	63.2
	No debt	22	6.5

Amount of Debt	<10,000	61	18
	1,000-15,000	117	34.5
	15.000-20,000	106	31.2
	>20,000	33	9.7
	No debt	22	6.5
Amount of interest	3% per month	141	41.6
	5% per month	59	17.4
	10% per month	117	34.5
	No debt	22	6.5
Mode of payment	Cash	317	93.5
	No debt	22	6.5
Reasons for borrowing	During off season	180	53.1
	Health purpose	67	19.8

	Wedding purpose	35	10.3
	Children's Education	35	10.3
	No debt	22	6.5

The above table highlighted the debt and borrowing patterns among the respondents, accordingly the data revealed that majority of the respondents had debt as their income was insufficient to meet the needs of the family. The seasonal nature of job and job insecurity forced them to borrow money as they had no other source. They relied on the doles or private money lenders, who gave them money on interest basis, which was exorbitantly high.

It was found that 93.5% had debts, while among those who had debts, 30.4% borrowed from private money lenders and 62.2% borrowed money from thandals (those who give money right at the respondents door step on interest basis). The maximum amount borrowed by the respondents ranged between Rs 10,000-15,000 which constituted (34.5%), 31.2% borrowed money between 15,000-20,000, 18% borrowed money less than Rs.10,000 while 9.7% borrowed money above Rs. 20,000. With regard to the amount of interest paid for the amount, the data revealed that 34.5% paid 10% per month as interest, while 41.6% paid 3% as interest per month, 17.4% paid 5% per month as interest and 6.5% had no debt.

With regard to the mode of payment, all who borrowed money paid in cash. The major reasons attributed for borrowing money included 53.1% had borrowed money during off season, 19.8% had borrowed money for health purposes, 10.3% had

borrowed money for wedding purposes and still others 6.2% had borrowed money for meeting the expenses for their children's education.

Table 4.1.12

Marital details of the Respondents

		Frequency	Percentage
Respondents age at marriage	12 – 15	72	21.3
	16 – 19	203	59.9
	20 – 23	54	16.0
	24 – 26	10	2.8
Type of marriage	Arranged	203	59.9
	Love	135	39.8
	Both	01	0.3
Type of house hold	Nuclear	334	98.5
	Joint	05	1.5
Marriage with in kinship	Uncle's son	172	50.7
	Mothers Brother	121	35.7
	Marriage outside one kinship	46	13.6

Practice of dowry	Not practised	291	85.5
	Practised	48	14.2
Presence of in-laws	Presence of in-laws	270	79.6
	No Presence of in-Laws	66	19.5
Prevalence of privacy at home	Prevalence of Privacy	113	33.3
	No privacy	223	65.8
Time spent apart from working	Cooking	338	99.7
	House Hold-Chores	330	97.3
	Watching TV	16	4.8
	Looking after Children	243	1.6
	outing	2	0.6
	Multiple responses	N=339	
Prevalence of spouse abuse	Physically	246	72.5
	Verbally	38	11.2
	Psychological	18	5.3
	Not Prevalent	37	11

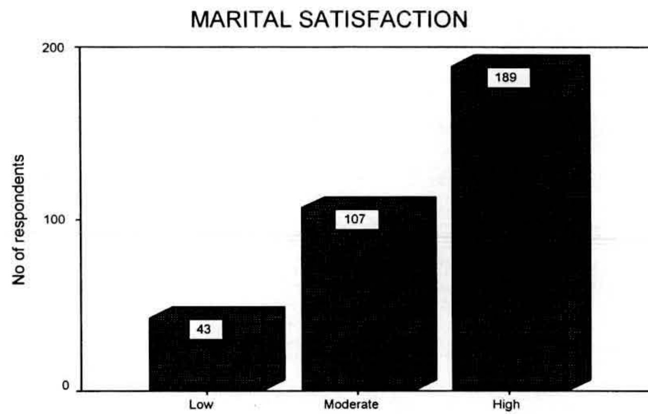
Marriage is crucial for women, also it helps to nurture and propagate children to sustain society. The data revealed that 21.3% of the respondents got married at the age of 12-15 years, while 59.9% of the respondents got married between the age group of 16-19 years, while 16% got married between the age group of 20-23 years, while only 2.8%. got married between the age group of 24-26 years. It was inferred from the data that 39.8% of the respondents had love marriage, while 59.9% had arranged marriage, and 0.3% had both arranged cum love marriage. It was inferred from the data that 98.5% of the respondents belonged to nuclear families while 1.5% belonged to joint families. It was significant to note that joint families were disintegrating while nuclear families are gaining prominence among the respondents.

It was significant to note that 86.4% had consanguinous marriage, while 13.6% had marriage outside one's kinship. It was found that majority 85.5% had not given dowry at the time of marriage, while 79.6% have presence of in-laws, but they did not stay with them because the respondents and their families had already migrated in search of jobs.

Privacy is necessary for peaceful living. Unfortunately i.e. 65.8% did not have privacy at home. Most of them dwelled in one room apartment, due to their poor affordability and the cost of living forced them to live in a single room. With regard to the time spent apart from working, 99.7% spent time in cooking, 97.3% did house-hold chores, while 4.8% watched television and 0.6% went on outings with their family.

Abuse was common among the respondents, alcoholism was prevalent among the spouses as reflected from the data, 72.5% of the respondents had been physically abused, 11.2% had been verbally abused and 5.3% had been psychologically abused, while only 11% were not abused by their spouses.

Figure 4.1.5.



The above figure highlighted the level of marital satisfaction among the respondents. It was significant to note that the majority i.e. 55.8% had high level of marital satisfaction, 31.5% had moderate level of marital satisfaction, while only 12.6%had low level of marital satisfaction. On the whole the respondents were able to accept their marital life in spite of the hardship faced in life.

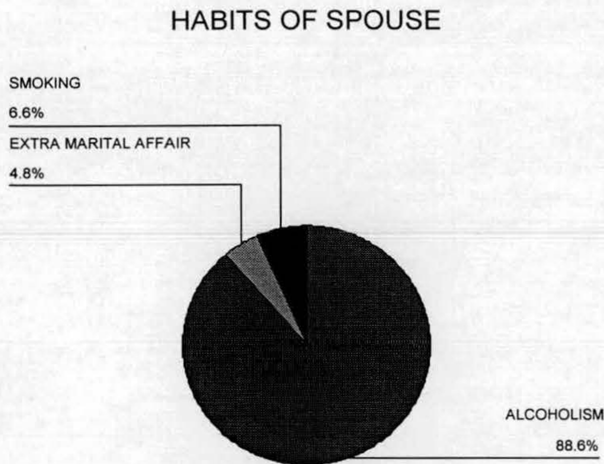
Table 4.1.13

Self –Esteem of the respondents

S.NO	Level of self –Esteem of the Respondents	Frequency	Percentage
1	Moderate	10	2.9
2	Good	298	87.9
3	High	31	9.1
	Total	339	100

The above table revealed that the majority i.e. 87.9% had good self- esteem, 9.1% had high self esteem while 2.9% had moderate self- esteem. On the whole the self –esteem of the respondents was good.

Figure 4.1.6



Good habits need to be developed for healthy living. The data revealed that among the spouse 88.6% of the respondents' spouses were addicted to alcohol, while 4.8% had extra- marital affairs and 6.6% of the spouse's smoked. It was significant to note that alcoholism was highly prevalent among the spouses, which was detrimental to the well being of the family.

Table 4.1.14

Demographic profile of the Respondents' spouse

		Frequency	Percentage
Education of the spouse	Illiterate	83	24.5
	Primary	217	64.0
	Middle	37	10.0
Occupation of the spouse	Kothanar	43	12.7
	Maistry	12	3.5
	Periyaal	219	64.6
	Stone-cutter	15	4.4
	Coolie	50	14.7

The education of the spouse was also minimal, 64 % were educated up to primary level, while 24.5% were illiterates and 10% were educated up to middle school.

With regard to the occupation of the spouse, it was inferred from the data that 15, 9% of the spouse were "Kothanars" while 3.5% were maistries and 64.6% of the spouses were Periyaals. There was gradation of work among the males in construction work, they began as Periyaals and they get upgraded to Kothanar and then get promoted to maistry. At still higher levels they become contractors. Unlike among the females mostly they begin as Chithals, to remain as Chithals, only under rare circumstances they become upgraded in their career.

Table 4.1.15

Decision- making patterns among the respondents

		Frequency	Percentage
Decision making patterns in the families	Personal	266	78.5
	Economical	181	65.6
	Social	61	18

Multiple responses N = 339

Family Budgeting	Self	288	84.9
	Both	49	14.5
	In laws	2	0.6
Freedom of expenditure in money	Have freedom	325	95.9
	No freedom	14	4.1

Decision -making patterns are crucial for empowerment of women. It has been interesting to note that 83.5% were able take decisions relating to personal life, while 65.6% had the capacity to take decisions on economical matters and 1.5% were able to take decisions on social matters. The data revealed that the respondents were able to take decision regarding personal and economic matter of their life. With regard to family budgeting 84.9% of the respondents did the family budgeting alone, 14.5% of the respondents did the family budgeting jointly with their spouses, while 0.6% of the respondents in laws did the family budgeting. Economic independence is important for the progress of women, as seen in the data 95.9% had the freedom to spend money on their own, while only 4.1% did not have the freedom to spend money independently. One of the main factors was the addiction of the spouse which has made the women construction workers responsible in maintaining their family.

Table 4.1.16

Treatment of the respondents by their spouses and family members at home

		Frequency	Percentage
Treated with respect by their spouse	Treated with respect by their spouse	58	17
	Not treated with respect by their spouse	281	83
Treated at home with respect and dignity at home	Treated with dignity at home	310	91.4

	Not treated with respect and dignity at home	29	8.6

The above table revealed that, 83% of the respondents were not treated with respect and dignity by the spouses, while 17% were respected by their spouse. It was also inferred from the data that 91.4% of the respondents were not treated with respect and dignity by other family members at home. 8.6%were treated with respect and dignity at home. Thus the data revealed that majority of the respondents were not able to gain respect from their spouses while they were able to gain respect from other family members at home.

Table 4.1.17

Ability of the Respondents in dealing with Conflict Situations

		Frequency	Percentage
Confidence in dealing with conflicts at home	Ability to with deal conflicts	326	96.1
	Not able to deal conflicts	13	3.8
Persons approached in times of conflicts	Self	285	84.0
	Friends/neighbour	29	8.6
	Relatives	25	7.4

Knowledge of resources available	known	331	97.6
	Not known	8	2.4

The above tables revealed the majority 96.1% were able to deal with conflicts at home, the data also revealed that 84% were able to deal with conflicts by them selves, 8.6% sought the help of the neighbours and friends to deal with conflicts. A vast majority that is 97.6% were aware of resources available for them like all Women Police Station, and Free Legal Aid which address women's issues .They had not approached the resources for external help.

Table 4.1.18

Knowledge of Welfare Measures among the Respondents

		Frequency	Percentage
Prevalence of welfare facilities	Welfare facilities	297	87.6
	No facilities	42	12.4
Membership in association	Membership present	53	15.6
	No membership	286	84.4
Need for Membership in Unions	No Desire for membership	14	4.1
	Desire for membership	325	95.9

Suggestions to improved work	Increased wage	64	18.9
	Recognize our service	109	32.2
	Give us decent wages	111	32.7
	Provide us welfare schemes	55	16.2
Level of stress	No stress	2	0.6
	Low stress	14	4.1
	Moderate stress	139	41.0
	High stress	184	54.3
Satisfaction in job	Yes	9	2.7
	No	330	97.4
Reason for non – satisfaction in job.	Lack of incentives	102	30.1
	No job security	64	18.9
	Both	164	48.3
	Satisfied	9	2.7

Prevalence of job discrimination	Prevalent	322	95
	Not prevalent	17	5.0
Reasons for job discriminated between sexes	Work allocated	24	7.0
	Wages/working hours	237	70.0
	Wages allocated	78	23.0
Chance for taking up alternative job	No chance for taking up alternative job	28	8.3
	Chance for taking up alternative job	311	91.7
Interference of machination at work	Interference	335	98.8
	No Interference	4	1.2
Relationship with colleagues	Bad	4	1.2

	Good	335	98.8
Relationship with the employers	Good	26	7.7
	Bad	313	92.3
Means of help rendered by the employer	Help in means of moral support	19	5.6
	Help in means of financial support	07	2.1
	Not helpful	313	92.3

Welfare facilities are prevalent for the respondents. Welfare measures are essential to promote the well being of the workers. As opined by the respondent's, the majority i.e. 87.6 % were aware of the prevalence of welfare facilities. It was inferred from the data that 84.4% had no membership in any association which constituted (95.9%), only 4.1% did not desire membership, as they had no repeated benefits in joining unions. With regard to suggestions for improved work, it was inferred from the data that 18.9% preferred to have increased wages, 32.2% suggested to recognize their services, 32.7% suggested that decent wages should be given to them and 16.2 % suggested that welfare schemes should be provided for them.

Stress reduces the productivity of the person, it was inferred from the data that 54.3% had high level of stress 41.0% had moderate level of stress, 4.1% had low level of stress, only 0.6% had no stress.

Job satisfaction is crucial to enhance their quality of life and performance. As inferred from the data the majority that is 96.8% were not satisfied in their job. The reasons stated for non- satisfaction in job were as follows , 30% opined that they disliked the job due to lack of incentives, 18.9% did not like the job as there was no job security, and 48.3 % stated both the above said factors responsible for job dissatisfaction. With regard to prevalence of job discrimination 95% expressed the fact that they were discriminated in job, the reasons stated were as follows, 7 % found job discrimination in work allocation, while 70% stated that they experienced job discrimination both in work allocation as well as wages, working hours and 23% felt discriminated in wage allocation.

Women toil hard, but they were not getting equal wages; they also did not have bargaining capacity, while female members received wages only from their male supervisors .With regard to chances for taking up alternative jobs, it has been stated that 91.7 % had no chance for taking up alternative jobs. Globalization has brought a drastic decline in the job opportunities of the workers. Earlier they expressed that they were able to get work for 20 days regularly, while now their frequency of job regularity has declined, machines had replaced man as stated from the data that 98.8% found interference of mechanization has affected their work.

With regard to their relationship with colleagues 98.8% had cordial relationship with their colleagues, they sat together sharing their joys and sorrows together, and they ventilated their feelings and had sustained relationship, one main factor being that they get to know of jobs only through their colleagues.

Employer-employee relationship is vital for motivating them to perform better as well as to enhance their quality of life, and there by gain job security. It was unfortunate to note from the data that majority i.e. 92.3% had no relationship with

their employer, presence of intermediaries between the employer and the worker, has hampered their relationship with the respondents. With regard to the means of help sought from the employers, 5.6% got only moral support 2.1% got only financial support while a vast majority i.e. 92.3% did not get help from the employers which proved the fact that there was no direct relationship with the employer.

Table 4.1.19

Awareness of the Welfare Schemes among the respondents

		Frequency	Percentage
Maternity Benefit Act	Aware	128	37.8
	Not Aware	211	62.2
Educational Scheme	Aware	33	9.7
	Not Aware	306	90.3
Old Age Pension Scheme	Aware	231	68.1
	Not Aware	108	31.9
Compensation for loss	Aware	78	23.0
	Not Aware	261	77
Crèche Facilities for Children	Aware	60	17.7
	Not Aware	279	82.3
Leave Facilities	Aware	112	33.0

	Not Aware	227	67
Formation in Union	Aware	293	86.4
	Not Aware	46	13.6
Widow Pension Schemes	Aware	304	89.7
	Not Aware	35	10.3
Marriage benefits scheme	Aware	241	71.1
	Not Aware	98	28.9

Welfare facilities are prevalent for the respondents. Welfare measures are essential to promote the well being of the respondents. As opined by the respondent's majority i.e. 87.6% were aware of the prevalence of maternity benefit while 37.8% were not aware of it. With regard to educational schemes. 90.3% were aware of the educational schemes available for them; it was significant to note that 68.1% were aware of the old age pension available for them, while 31.9% were not aware of it. It was inferred from the data that the majority i.e. 71.1% were not aware of the compensation for loss. It was significant to note that 82.3% were not aware of crèche facility available for them.

A vast majority i.e. 67% were not aware of leave facilities, the majority i.e. 86.4% were aware of formation into unions, only 13.9% were not aware of formation into unions. The majority i.e. 89.7% were aware of widow person, the data revealed that majority (71.1%) were aware of marriage benefits available for them, while only 28.9 % were not aware of it. It was found from that data that on whole they were

aware of their welfare measure; the only factor was that it was not within their accessibility.

Table 4.1.20

Expectations of the Respondent towards Government Welfare Schemes

		Frequency	Percentage
Expectations of decent wages	Not expected	05	1.5
	Expected	334	98.5
Legalization by Government of construction work	Not to be legalized	05	1.5
	To legalized	334	98.5
Preference of one job for one family with daily wages	Not preferred	05	1.5
	Preferred	334	98.5
Preferred for life insurance scheme	Do not prefer for life insurance scheme	04	1.2
	Preference for it	335	98.8
Amounts expected during calamities	1 Lakh	287	84.7
	50 thousands	13	3.8

	75 thousands	39	11.5

Government needs to play a crucial role in uplifting the lives of the marginalized group. With regard to expectations of the respondents of wages it was inferred from the data that 98.5%, preferred legislations by government for ensuring work. The majority that is 98.5% preferred one job for one family with daily wages due to their insecurity in job.

With regard to preference for life insurance measures, it was inferred from the data that majority i.e. 98.8% preferred the schemes to safe guard their future life. It was found that 84.7% expected 1 lakh as financial help from the government during calamities while, 3.8% expected Rs. 50.000 as compensation, and 11.5 % expected Rs. 75,000 as compensation during calamities.

Table 4.1.21

Striking Reasons for the Suppressed Position in Life

		Frequency	Percentage
Striking reasons for the suppressed positions	Lack of education	200	59.0
	Poverty	125	36.9
	place of birth (rural areas)	120	35.3
	No skills (Employability skills)	103	30.4
	Husband	23	6.8
	Caste	23	6.8
	Parents	5	1.5

	Compulsion/situation	8	2.4
	Fate	8	2.4

Multiple Responses N= 339

The striking reasons stated for suppressed position in life as stated by the respondents were, 59% stated it to be as lack of education 36.9% attributed it to be poverty, 35.3% stated it to be place of birth, 30.4% attributed it to be as lack of skills, 6.8% respectively stated to be caste and husband, as a factor for suppressed position in life, while 1.5% attributed parents as a factor, and 2.4% stated it to be as compulsion and fate respectively .On the whole the main factors for suppressed position in life attributed by the respondents were illiteracy, poverty, place of birth, and lack of skills.

Table 4.1.22

Awareness of Human Rights among the Respondents

		Frequency	Percentage
Desired age for marriage for girls	18-20	332	97.9
	20-22	7	2.1
Abolishment of practice of dowry	Dowry to be abolished	333	98.2
	Dowry not to be abolished	06	1.8

Desire for prevalence of child labour	No desire for child labour	333	98.5
	Desire for child labour	05	1.5
Need for girls child education	Desired	332	97.9
	Not Desired	6	1.8
Entitlement for Equal wages	Entitled	14	4.1
	Not Entitled	325	95.9
Minimum Wages specified	Not Known	34	10
	Known	305	90.0
Preference for joining women's organization	Not Preferred	26	7.7
	Preferred	313	92.3
Preference to stand for election	Not Preferred	293	86
	Preferred	46	14
Reason for increase in the cost of consumer items	Population	122	36.0
	Corruption	167	49.2
	Government policy	50	14.8

Effect of globalization	No	18	5.3
	Yes	321	94.7
Exact age of marriage	Not known	05	1.5
	Known	334	98.5
prevalence of sexual exploitation perceived as a crime	Not perceived as a crime	15	4.4
	Perceived as a crime	324	95.6

Human rights are those rights which are inherent and inalienable rights, the very fact one is born into the world, she/he has the right to live with dignity and self respect. The data revealed the awareness of human rights concerning social issues among the respondents. Accordingly it was inferred that 97.9% considered the desired age of marriage for girls as between 18-20 years, the legal age of marriage is 21, while majority of the respondents desired to get them married between 18-20 years.

It was interesting to note that 98.2% opined that there should be abolishment of the practice of dowry, majority that is 98.5%, opined that they need to abolish child labour, 97.9% were keen to educate the girl child, it was found that majority i.e. 95.9% did not agree for entitlement for equal wages, the data revealed that majority 90. 0% of the respondents were aware of the minimum wages specified for them, the majority that is 92.3% preferred to join women's organization, 86% did not prefer to stand for election. With regard to the reasons for the increase in the cost of consumer

items, the data revealed that 36% of the respondents opined that population was a factor for increase in the cost of consumer items, 49.2% opined that corruption as a factor that increased the cost of consumer items and 14.8% opined that government policy as the cause for increase in the cost of consumer items.

It was inferred from the data that majority of the respondents (94.7%) stated that globalization had an effect on them. With regard to the exact age of marriage 98.5% knew the exact age of marriage, 95.6% accepted the fact that sexual exploitation was a crime. On the whole the respondents were aware of their human rights.

Table 4.1.23

Human Rights perspectives of the Respondents

		Frequency	Percentage
Concept of understanding of human rights	To live with dignity	233	68.7
	To earn decent wages	52	15.3
	livelihood		
	Job security	36	10.6
	To earn sustained income	18	5.3
Facing sexual harassment at home	Not facing sexual harassment	325	96

	Facing sexual harassment	14	4
Equal wages given	Not given equal wages	324	95.6
	Given equal wages	15	4.4
Prevalence of crèche facilities	Prevalent	324	96.6
	Prevalent	15	4.4
Prevalence of domestic violence	Prevalence of domestic violence	251	74
	No Prevalence domestic violence	88	26
Prevalence of medical facilities	Not prevalent	327	96.5
	prevalent	12	3.5
Treated with respect and dignity by the spouse	Not treated with respect by their spouse	281	82.9

	Treated with respect by their spouse .	58	17.1
Exploitation at work	Exploited	328	96.8
	Not Exploited	11	3.2
Prevalence of voting rights	Not Prevalent	17	5.0
	Prevalent	322	95.0
Prevalence of ration card	Not Prevalent	15	4.4
	Prevalent	324	95.6
Caste discrimination	No Caste discrimination	131	38.6
	Caste discrimination	208	61.4
Job security	No Job security	333	98.2
	Job security	06	1.8

The above table highlighted about the understanding of the concept of the human rights among the respondents. It was inferred from the data that 68.7% said that human right meant to live with dignity, 15.4% opined that it was to earn a decent livelihood, 10.6% said that it was job security, 5.3% stated it to be earning a sustained income. The majority that is 91.2% of the respondents opined that they faced no

sexual harassment at home and 8.8% stated that they faced sexual harassment at home, the majority of the respondents i.e. 95.6% opined that they did not receive equal wages, only 4.4% agreed that their were given with the equal wages. The majority that is 95.6% opined that they there were no prevalence of crèche facilities, while only 4.4% stated that they had crèche facilities. The majority that is 74% said that they faced domestic violence at home while 26% said that they had not faced domestic violence at home. Majority (96.5%) felt that they did not have proper medical facilities, while 3.5% stated that they had proper medical facilities. The majority of the respondents 79.6% opined that they were not treated with respect and dignity by their spouses, the majority that is (96.8%) felt that they were exploited at work. The majority that is 95% stated that they had voting rights, 95.6% of the respondents opined that they had ration card and 61.4% stated that there was prevalence of caste discrimination, while 38.6% stated that they were not discriminated and a vast majority i.e. 98.2% stated that there was no job security. It was significant to note the respondents were clear about the concepts related to human rights.

Table 4.1.24

Future Aspirations

		Frequency	Percentage
Future aspiration of the Respondent	Need a secured job	63	18.6
	Safe environment	47	13.9
	Right to livelihood	88	26.0

	Effective implementation of welfare schemes	77	22.7
	Formation of sangams	49	14.5
	issuing I.D. cards	04	1.2
	Desire for children education	11	3.2
Future aspiration of the Respondent's towards their children	Good education	117	34.5
	Secured job	78	23.0
	Welfare schemes	84	24.8
	To improve standards of living	60	17.7

Women are striving hard to up lift their status. As reflected from the data, 18.6% preferred a secure job for life, 13.9% desired safe environment as most of them were living in rented houses facing threats of displacement, while 26% desired right to livelihood as reflected in Article 21 of the constitution, 14.5% desired to form

Sangams, while 1.2% preferred to be issued identity cards, and 3.2 % preferred a good future for their children through proper education.

With regard to their aspiration for their children, 34.5% desired for good education, while 23% preferred secured job for their children, 24.8% preferred to get welfare measures by the government for their children's education, while 17.7% desired for improved standard of living for their children.

4.2 CHI-SQUARE TESTS FOR INDEPENDENCE OF ATTRIBUTES

Chi-square test enables us to test whether more than two population proportions can be considered equal. Further more if a population is categorized into many parts with respect to two attributes (such as age and occupation), we can then use a chi-square test to determine whether the two attributes are independent of each other. The researcher sets up the null hypothesis H_0: The two attributes are independent against the alternative hypothesis H_1: The two attributes are associated. To go beyond intuitive feelings about observed and expected frequencies, chi-square is used and this is calculated this way: Under H_0, the test statistic is $(f\,o - fe)^2\ \chi^2 = \Sigma$ follows χ^2 distribution with (r-1) (c-1) degrees of freedom (d.f), where fo-fe. Stands for observed frequencies, fe stands for the expected frequencies, r denotes the number of rows and c the number of columns. If calculated χ^2 value is greater than table χ^2 value for (r-1) (c-1) d.f at the required level of significance then we reject H_o. In other words if $p< 0.05$ then we reject H_0 and conclude that the two attributes are associated.

Table 4.2.1

CASTE AND PREVALENCE OF WELFARE FACILITIES

Crosstab

Count

		PREVALENCE OF WELFARE FACILITIES		
		NO	YES	Total
CASTE	SC/ST	17	75	92
	OTHERS	23	222	245
Total		40	297	337

(χ^2 =25.103, p=0.000).

It was inferred from the data (75) 22.2.% of the Schedules tribe families were aware of the welfare facilities as against 66% of the other caste groups were aware of welfare facilities. On the whole the SC/ST respondents were less aware of the welfare facilities available for them.

The Scheduled Caste/Scheduled Tribe families were less aware of welfare facilities since they were more vulnerable and exploited than other Caste group. The chi square value is χ^2 =25.103, p=0.000).

Table 4:2:2

CASTE AND PRACTICE OF DOWRY

Caste of the Respondents	Practice of Dowry		Total
	No	Yes	
Caste SC/ST	60	24	92
Others	223	24	247
Total	291	48	339

X^2 = 14.780

Chi-square tests

	value	df	asymp. sig (2-sided)

Pearson chi-square	14.780	1	.000

Table 4.2.2 revealed that out of 339 respondents 247 persons belonged to other caste group families, Among scheduled caste families 68 (73.9%) did not practice dowry as against 223 (65.7%) of the other caste group families did not practice dowry. It was significant that majority of respondents did not practice dowry. The chi square value was x2 = 14.780.

Table 4.2.3

EDUCATION AND CHILDREN PRACTISING THE SAME JOB

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EDUCATION * CHILDREN PRACTICIN(THE SAME JOB	339	100.0%	0	.0%	339	100.0%

Table 4.2.3a

EDUCATION * CHILDREN PRACTICING THE SAME JOB Crosstabulation

			CHILDREN PRACTICING THE SAME JOB		
			Yes	No	Total
EDUCATION	Illiterate	Count	28	98	126
		% within EDUCATION	22.2%	77.8%	100.0%
		% within CHILDREN PRACTICING THE SAME JOB	39.4%	36.6%	37.2%
	Primary	Count	42	164	206
		% within EDUCATION	20.4%	79.6%	100.0%
		% within CHILDREN PRACTICING THE SAME JOB	59.2%	61.2%	60.8%
	Middle school	Count	1	6	7
		% within EDUCATION	14.3%	85.7%	100.0%
		% within CHILDREN PRACTICING THE SAME JOB	1.4%	2.2%	2.1%
Total		Count	71	268	339
		% within EDUCATION	20.9%	79.1%	100.0%
		% within CHILDREN PRACTICING THE SAME JOB	100.0%	100.0%	100.0%

The above table revealed that among those respondents who were illiterates(126/339) persons 77.8% stated that their children were not practising the same job .With regard to those who were educated up to primary level (206/339) persons 79.6% said that they were not practising the same job . Those respondents who were educated up to middle school(7/339) said that their children were not practicing the same job .Thus it can be inferred from the data that education of the respondents had no influence on their children practising the same job .Hence the hypothesis, "There will be no significant relationship between education of the respondent and children practicing the same job", was accepted .It was significant to note that majority that is 58% of their children were not practising the same job .

Table 4.2.4

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
age group * NO OF WORKING DAYS PER MONTH	339	100.0%	0	.0%	339	100.0%

Table 4.2.4a

Regression Analysis with Number of Working Days as predictors

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.009[a]	.000	-.003	.956

a. Predictors: (Constant), NO OF WORKING DAYS PER MONTH

Table 4.2.4b

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.026	1	.026	.029	.866[a]
	Residual	308.263	337	.915		
	Total	308.289	338			

a. Predictors: (Constant), NO OF WORKING DAYS PER MONTH

b. Dependent Variable: age group

Table 4.2.4c

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.596	.788		3.294	.001
	NO OF WORKING DAYS PER MONTH	-.009	.053	-.009	-.169	.866

a. Dependent Variable: age group

The above table highlighted the age and number of working days per month among the respondents. It was found that with increase in age their frequency of working days decreases .As inferred from the data those who belonged to the age group of (18-25) had maximum of 14.1% of working days per month ,while those in the age group (26-35) years had 40.4% of work for 15 days in a month those in the age group of (36-45) years had 34.9% work for 15 days in a month .Those who belonged to the age group of (46-55)years had 7.7% of work for 15 days in a month .It was visible from the data that number of working days declines with age .Women in the construction industry had the opportunity to get work. This declined with age as productivity of labour decreased . Thus it could be inferred from the data that 75% of the respondents are in the age group of (26-45) years who work for 20 days in a month proving that the productivity of labour declined with age.

Table 4.2.5

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EDUCATION * caste	339	100.0%	0	.0%	339	100.0%

Table 4.2.5a

EDUCATION * caste Crosstabulation

			caste		
			BACKWARD	SC/ST	Total
EDUCATION	Illiterate	Count	72	54	126
		% within EDUCATION	57.1%	42.9%	100.0%
		% within caste	29.1%	58.7%	37.2%
	Primary	Count	169	37	206
		% within EDUCATION	82.0%	18.0%	100.0%
		% within caste	68.4%	40.2%	60.8%
	Middle school	Count	6	1	7
		% within EDUCATION	85.7%	14.3%	100.0%
		% within caste	2.4%	1.1%	2.1%
Total		Count	247	92	339
		% within EDUCATION	72.9%	27.1%	100.0%
		% within caste	100.0%	100.0%	100.0%

Table 4.2.5b

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.103[a]	2	.000
Likelihood Ratio	24.575	2	.000
Linear-by-Linear Association	23.695	1	.000
N of Valid Cases	339		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 1.90.

Table 4.2.5c

Symmetric Measures

		Value	Asymp. Std. Error[a]	Approx. T[b]	Approx. Sig.
Interval by Interval	Pearson's R	-.265	.053	-5.040	.000[c]
Ordinal by Ordinal	Spearman Correlation	-.270	.054	-5.138	.000[c]
N of Valid Cases		339			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

The above table revealed that there was a relationship between the caste and education of the respondents. As seen from the data among those who belonged to Backward Caste (57, 1%) were illiterates, while 42.9% of the respondents who belonged to Scheduled Caste were illiterates.

With regard to those educated up to primary level 82% belonged to Backward Caste, while 18% were Scheduled Caste groups .There were more backward caste groups who were educated up to primary level, while among those who were educated up to middle school the data revealed that 85.7% belonged to backward caste group. While 14.3% belonged to Scheduled Caste /Scheduled Tribes .The education of the SC/ST groups was less than the Backward group .The hypothesis, "The education of the Scheduled Caste /Scheduled Tribes groups was less than the Backward Caste group was accepted".

Non Parametric Test

III. Mann-Whitney Test

Parametric tests assume that the populations are normally distributed and are independent. Many times these assumptions cannot be met and in such cases two nonparametric tests are used, neither of which depends on the normality assumptions. Both of these tests are called rank sum tests because the test depends on the ranks of the sample observations. Two important tests in these rank sum tests are Mann-Whitney U test and the Kruskal–Wallis test.

Mann-Whitney U test is used when only two populations are involved and this test determines whether independent samples have been drawn from the same population. In this test, first all the scores are ranked on the order from lowest to highest, indicating beside the symbol of the branch.

Symbols used in the Mann -Whitney U test are:

n_1 = number of items in sample one

n_2 = number of items in sample two

R_1 = sum of the ranks of the items in sample 1

R_2 = sum of the ranks of the items in sample 2

Under H_0: $M_1 \geq M_2$ against H_1: $M_1 < M_2$ where M_1 and M_2 are the medians of the first and second groups, we apply the test statistic

$$U = n_1 n_2 + \frac{n_1 (n_2 + 1)}{} - R_1$$ and for large samples.

Table 4.3.1

Mann-Whitney

Ranks

	caste	N	Mean Rank	Sum of Ranks
SEC - 63	BACKWARD	247	169.59	41888.00
	SC/ST	92	171.11	15742.00
	Total	339		
GSE - 27	BACKWARD	247	175.28	43293.50
	SC/ST	92	155.83	14336.50
	Total	339		
SC - 15	BACKWARD	247	178.35	44052.50
	SC/ST	92	147.58	13577.50
	Total	339		
FE - 21	BACKWARD	247	162.64	40171.50
	SC/ST	92	189.77	17458.50
	Total	339		
PF - 12	BACKWARD	247	166.10	41025.50
	SC/ST	92	180.48	16604.50
	Total	339		
SE - 27	BACKWARD	247	173.55	42867.50
	SC/ST	92	160.46	14762.50
	Total	339		

Table 4.3.1a

Test Statistics[a]

	SEC - 63	GSE - 27	SC - 15	FE - 21	PF - 12	SE - 27
Mann-Whitney U	11260.000	10058.500	9299.500	9543.500	10397.500	10484.500
Wilcoxon W	41888.000	14336.500	13577.500	40171.500	41025.500	14762.500
Z	-.128	-1.642	-2.606	-2.296	-1.249	-1.103
Asymp. Sig. (2-tailed)	.899	.101	.009	.022	.212	.270

a. Grouping Variable: caste

The Caste wise comparison with six domains of self esteem was carried out using Mann Whitney test as given in Table 4.3.1a .Except for self esteem (2) G.S.E ,social control and family esteem BC/MBC and SC/ST have the same population median score .

With regard to self esteem 3(social control).BC/MBC had higher average rank namely 78.35 as compared to 147.58 for SC.ST .The differences between these ranks were statistically significant (z=2.606) to note that respondents who belonged to SC/ST groups did not mingle with other caste and also others showed less concern towards SC/ST community .

On the other hand with regard to self esteem 4(Family Esteem) the SC/ST have better ranks (187.77) as compared to MBC/BC groups which faced more internal problems with their circle for many known reasons.and Family Esteem was relatively low .The family members of the SC/ST remained more closer than with other caste groups ,this was due to the fact that they had more cohesiveness in their community itself .the difference in the correspondence population median was found to be statistically significant (z= -2.296)

Table 4.3.2

Mann-Whitney Test

Ranks

	MARITAL	N	Mean Rank	Sum of Ranks
SELF - ESTEEM -1	MODERATE	107	102.94	11014.50
	HIGH	189	174.29	32941.50
	Total	296		
SELF - ESTEEM -2	MODERATE	107	123.04	13165.00
	HIGH	189	162.92	30791.00
	Total	296		
SELF - ESTEEM -3	MODERATE	107	125.38	13415.50
	HIGH	189	161.59	30540.50
	Total	296		
SELF - ESTEEM -4	MODERATE	107	146.44	15669.50
	HIGH	189	149.66	28286.50
	Total	296		
SELF - ESTEEM -5	MODERATE	107	125.68	13448.00
	HIGH	189	161.42	30508.00
	Total	296		
SELF - ESTEEM -6	MODERATE	107	127.61	13654.50
	HIGH	189	160.33	30301.50
	Total	296		

Table 4.3.2a

Test Statistics[a]

	SELF - ESTEEM -1	SELF - ESTEEM -2	SELF - ESTEEM -3	SELF - ESTEEM -4	SELF - ESTEEM -5	SELF - ESTEEM -6
Mann-Whitney U	5236.500	7387.000	7637.500	9891.500	7670.000	7876.500
Wilcoxon W	11014.500	13165.000	13415.500	15669.500	13448.000	13654.500
Z	-6.912	-3.896	-3.544	-.315	-3.585	-3.187
Asymp. Sig. (2-tailed)	.000	.000	.000	.753	.000	.001

a. Grouping Variable: MARITAL SATISFACTION SCALE

The above revealed that there is no relationship between self-esteem4 (family-esteem) and marital satisfaction ,while there was some significance between the other self esteem and marital satisfaction .Therefore it showed that there was no correlation between family esteem and marital satisfaction. This means that one factor does not influence the other.

IV. Kruskal-Wallis Test

Kruskal–Wallis test is an extension of the Mann-Whitney U test to situations where more than two populations are involved. We compare the equality of medians of more than two groups. This test also depends on the ranks of the sample observations. Symbols used in this test are;

n_i = number of items in the i th sample

R_i = sum of the ranks of all items in i th sample

k = number of samples

$n = n_1 + n_2 +,,,+ n_k$ the total number of observations in all samples

The formula for K Statistic is

$$K = \frac{12}{n(n+1)} \sum \frac{R_i^2}{n_i} - 3(n+1)$$

Based on the value of K, one can compute p value from X^2 and

Table 4.4.1

Ranks

	Marital satisfaction	N	Mean Rank
SEC - 63	Low	43	111.80
	Moderate	107	127.57
	High	189	207.26
	Total	339	
GSE - 27	Low	43	108.20
	Moderate	107	151.09
	High	189	194.76
	Total	339	
SC - 15	Low	43	152.79
	Moderate	107	146.38
	High	189	187.29
	Total	339	
FE - 21	Low	43	147.53
	Moderate	107	171.15
	High	189	174.46
	Total	339	
PF - 12	Low	43	163.24
	Moderate	107	145.77
	High	189	185.25
	Total	339	
SE - 27	Low	43	123.38
	Moderate	107	153.09
	High	189	190.18
	Total	339	

Table 4.4.1a

Test Statistics[a,b]

	SEC - 63	GSE - 27	SC - 15	FE - 21	PF - 12	SE - 27
Chi-Square	62.919	33.858	13.800	2.736	12.216	21.282
df	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.001	.255	.002	.000

a. Kruskal Wallis Test

b. Grouping Variable: Marital satisfaction

The Kruskal –Wallis test is a Non – Parametric Analysis of Variance (ANOVA), used to test the equality of more than two population medians. In Table 4.4.1, it was applied to test the equality of median scores of different areas of self –esteem with the different levels of Marital Satisfaction. According to the Marital Satisfaction scale, those respondents who have scored between 40-60 will be classified under high marital harmony, Moderate harmony if the score is between 20-40 and below 20 belonged low marital harmony. It was worthwhile to mention that in all the domains of self-esteem, there is a difference among the three levels of Marital satisfaction expect for self-esteem -4 (Family esteem). The scores on family esteem is a function of the family members particularly the children and the parents of both the sides of the respondents. Hence, the marital disharmony is not directly reflected on family esteem. However, in all the other domains there was a clear cut statistical evidence of difference which are highlighted below:

- The lower the self-esteem and Global self-esteem, the higher the marital disharmony
- When there is a marital disharmony, the outlet for the respondents is only the people in the society to whom they interact and so the social control score is more among those who have low marital harmony

- When the marital disharmony is more in the family, it is reflected badly on the physical fights between the spouses. It automatically reflects on the physical well being of the respondents. It can be further explained that when there is no marital compatibility between the spouses, it has a direct impact on the social esteem in the society and they get less respect outside.
- , The comparison is made between the moderate and high score groups using Mann-Whitney U test

CATPCA - Principal Components Analysis for Categorical Data

1. Categorical Principal Components Analysis (CATPCA)

This procedure simultaneously quantifies categorical variables while reducing the dimensionality of the data. Categorical principal components analysis is also known by the acronym CATPCA, for categorical principal components analysis.

The goal of principal components analysis is to reduce an original set of variables into a smaller set of uncorrelated components that represent most of the information found in the original variables. The technique is most useful when a large number of variables prohibit effective interpretation of the relationships between objects (subjects and units). By reducing the dimensionality, you interpret a few components rather than a large number of variables.

Standard principal components analysis assumes linear relationships between numeric variables. On the other hand, the optimal-scaling approach allows variables to be scaled at different levels. Categorical variables are optimally quantified in the specified dimensionality. As a result, nonlinear relationships between variables can be modeled.

Out of 339 respondents considered for the study, it is of interest to know that whether there is any variation among them with respect to different domains of self-esteem scores. Since, the study describes one time assessment and evaluation of the unorganized women workers employed in construction work in the form of a scientific survey the associated collected information belongs to categorical data. Hence, the categorical principal component analysis (Table 4.5.1. and Figure.4.5.1) has been applied to determine the variation within each domain of self-esteem. The salient features of this analysis may be classified in to the following 4 sets:

Table 4.5.1a

Case Processing Summary

Valid Active Cases	339
Active Cases with Missing Values	0
Supplementary Cases	0
Total	339
Cases Used in Analysis	339

Table 4.5.1b

Model Summary

Dimension	Cronbach's Alpha	Variance Accounted For	
		Total (Eigenvalue)	% of Variance
1	.802	3.016	50.269
2	.454	1.608	26.806
Total	.941[a]	4.624	77.075

a. Total Cronbach's Alpha is based on the total Eigenvalue.

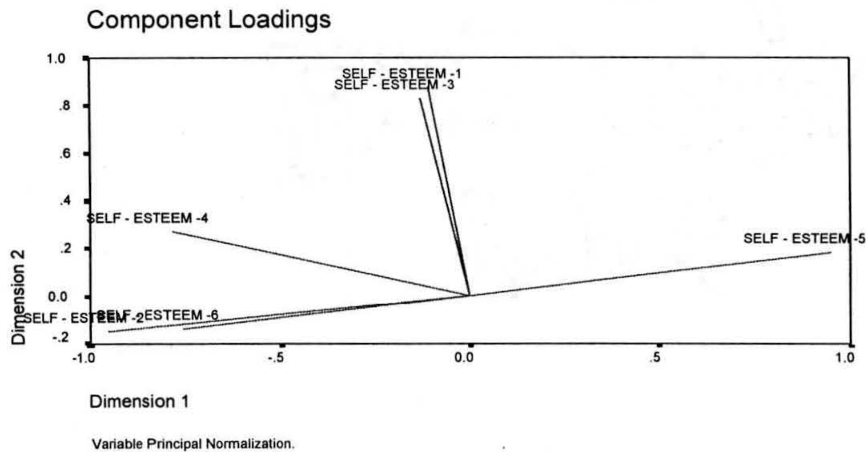
Table 4.5.1c

Component Loadings

	Dimension	
	1	2
SELF - ESTEEM -1	-.106	.878
SELF - ESTEEM -2	-.954	-.146
SELF - ESTEEM -3	-.130	.831
SELF - ESTEEM -4	-.782	.273
SELF - ESTEEM -5	.946	.183
SELF - ESTEEM -6	-.756	-.136

Variable Principal Normalization.

Figure 4.5.1



Set-1

The physical fitness (Self-esteem-5) had positive loadings in both the dimensions and therefore it is to be given top most priority as it explains maximum variation in the data. The scores given by the respondents to this domain fluctuate widely to explain the fact that the wide differences of opinion pertaining to their physical fitness. Some of the respondents opined that they were worn out with physical labour, hardship of job, and the constant pain and stress which further added to their physical deterioration.

Set-2

The domain social esteem (self-esteem-6) had negative loadings in both the dimensions and so it is found to be highly statistically significant. As they belonged to low socio-economic status, the self-esteem score has maximum variation and it was observed from the field investigation that they were not treated on par with others and the social discrimination prevails in reality.

Set-3

The domain family esteem (Self-esteem-4) had negative loading in dimension-1 and positive loading in dimension-2 and so it is given due importance by the respondents. Owing to the fact that a small proportion of the respondents were separated. In some cases, children were not playing supportive role towards the welfare of the respondents as they married and lived separately.

Set-4

The domains 1-3 (self-esteem, global self-esteem and social control) were found to be statistically insignificant as they do not explain any variation among the scores obtained from the respondents.

VI. Discriminant and classification Analysis

For Multivariate Analysis like Discriminant and Classification Methods. It is a general practice to consider only those factors, which are turned to be significant under Univariate Analysis Discriminant Analysis, finds a set of prediction equations based on independent variables that are used to classify individuals into groups. There are two possible objectives in a Discriminant Analysis and are: 1) Finding a predictive equation (Discriminant function) for classification of new individuals 2) Understanding the relationships that may exist among the variables.

Table 4.6.1

Group Statistics

LEVEL OF STRESS		Mean	Std. Deviation	Valid N (listwise) Unweighted	Weighted
LESS STRESS	SELF - ESTEEM -1	46.15	6.126	155	155.000
	SELF - ESTEEM -2	17.02	2.146	155	155.000
	SELF - ESTEEM -3	12.52	1.982	155	155.000
	SELF - ESTEEM -4	11.77	1.922	155	155.000
	SELF - ESTEEM -5	7.32	1.188	155	155.000
	SELF - ESTEEM -6	16.22	2.271	155	155.000
HIGH STRESS	SELF - ESTEEM -1	38.76	4.924	184	184.000
	SELF - ESTEEM -2	15.74	2.244	184	184.000
	SELF - ESTEEM -3	10.97	1.987	184	184.000
	SELF - ESTEEM -4	11.04	1.978	184	184.000
	SELF - ESTEEM -5	6.67	1.384	184	184.000
	SELF - ESTEEM -6	15.07	2.513	184	184.000
Total	SELF - ESTEEM -1	42.14	6.619	339	339.000
	SELF - ESTEEM -2	16.32	2.287	339	339.000
	SELF - ESTEEM -3	11.68	2.127	339	339.000
	SELF - ESTEEM -4	11.38	1.983	339	339.000
	SELF - ESTEEM -5	6.97	1.335	339	339.000
	SELF - ESTEEM -6	15.60	2.470	339	339.000

Stepwise Statistics

Table 4.6.1a

Classification Statistics

Classification Function Coefficients

	LEVEL OF STRESS LESS STRESS	HIGH STRESS
SELF - ESTEEM -1	1.308	1.087
SELF - ESTEEM -3	2.199	1.971
(Constant)	-44.643	-32.566

Fisher's linear discriminant functions

Table 4.6.1b

Classification Results[a]

			Predicted Group Membership		
		LEVEL OF STRESS	LESS STRESS	HIGH STRESS	Total
Original	Count	LESS STRESS	112	43	155
		HIGH STRESS	37	147	184
	%	LESS STRESS	72.3	27.7	100.0
		HIGH STRESS	20.1	79.9	100.0

a. 76.4% of original grouped cases correctly classified.

Table 4.6.1b highlighted the group statistics for 2 groups' discriminant analysis. The two groups considered are the respondents with less stress (155) and The respondents with high stress (184). The mean & standard deviation scores with respect to each self-esteem were given in this table.

It is interesting to observe that in all the domains of self esteem the means stress are more with regard to less stress groups in comparison with high

Stress group. It signifies that by the issues are taken the lighter vein, and then the one can encounter less stress, which in turn boosts their self esteem. Irrespective of the domains of the self esteem. However it is difficult to practice in reality as human beings tend to react according to the situation. Owing to the fact these women, who with low socio economic status who were already frustrated in life exhibit stress on various problems & issue in one form or the other.

Table 4.6.2

Discriminant

Group Statistics

EDUCATION		Mean	Std. Deviation	Valid N (listwise) Unweighted	Weighted
ILLITERATE	SELF - ESTEEM -1	41.79	6.236	126	126.000
	SELF - ESTEEM -2	15.83	2.437	126	126.000
	SELF - ESTEEM -3	11.55	2.167	126	126.000
	SELF - ESTEEM -4	11.38	2.023	126	126.000
	SELF - ESTEEM -5	6.98	1.528	126	126.000
	SELF - ESTEEM -6	15.07	2.457	126	126.000
PRI/MID	SELF - ESTEEM -1	42.35	6.841	213	213.000
	SELF - ESTEEM -2	16.62	2.146	213	213.000
	SELF - ESTEEM -3	11.76	2.104	213	213.000
	SELF - ESTEEM -4	11.38	1.964	213	213.000
	SELF - ESTEEM -5	6.96	1.210	213	213.000
	SELF - ESTEEM -6	15.91	2.430	213	213.000
Total	SELF - ESTEEM -1	42.14	6.619	339	339.000
	SELF - ESTEEM -2	16.32	2.287	339	339.000
	SELF - ESTEEM -3	11.68	2.127	339	339.000
	SELF - ESTEEM -4	11.38	1.983	339	339.000
	SELF - ESTEEM -5	6.97	1.335	339	339.000
	SELF - ESTEEM -6	15.60	2.470	339	339.000

Table No 4.6.2a

Stepwise Statistics

Variables in the Analysis

Step		Tolerance	F to Remove
1	SELF - ESTEEM -2	1.000	9.796

Classification Statistics

Table 4.6.2b

Classification Function Coefficients

	EDUCATION ILLITERATE	PRI/MID
SELF - ESTEEM -2	3.104	3.259
(Constant)	-25.251	-27.778

Fisher's linear discriminant functions

Table 4.6.2c

Classification Results[a]

		EDUCATION	Predicted Group Membership: ILLITERATE	Predicted Group Membership: PRI/MID	Total
Original	Count	ILLITERATE	74	52	126
		PRI/MID	103	110	213
	%	ILLITERATE	58.7	41.3	100.0
		PRI/MID	48.4	51.6	100.0

a. 54.3% of original grouped cases correctly classified.

Table 4.6.2c highlights the significant domains of self esteem which discrimination between low stress & high stress group. Out of six domains on self esteem only two emerge as significant and self esteem (1) and self esteem (3).

Table 4.6.3

Discriminant

Group Statistics

CASTE		Mean	Std. Deviation	Valid N (listwise) Unweighted	Valid N (listwise) Weighted
BC/MBC	SELF - ESTEEM -1	42.07	6.709	244	244.000
	SELF - ESTEEM -2	16.53	2.091	244	244.000
	SELF - ESTEEM -3	11.88	2.200	244	244.000
	SELF - ESTEEM -4	11.20	1.929	244	244.000
	SELF - ESTEEM -5	6.87	1.154	244	244.000
	SELF - ESTEEM -6	15.70	2.423	244	244.000
SC/ST	SELF - ESTEEM -1	42.25	6.407	92	92.000
	SELF - ESTEEM -2	15.84	2.632	92	92.000
	SELF - ESTEEM -3	11.16	1.865	92	92.000
	SELF - ESTEEM -4	11.79	2.089	92	92.000
	SELF - ESTEEM -5	7.22	1.715	92	92.000
	SELF - ESTEEM -6	15.27	2.534	92	92.000
Total	SELF - ESTEEM -1	42.12	6.618	336	336.000
	SELF - ESTEEM -2	16.34	2.269	336	336.000
	SELF - ESTEEM -3	11.68	2.135	336	336.000
	SELF - ESTEEM -4	11.37	1.988	336	336.000
	SELF - ESTEEM -5	6.96	1.338	336	336.000
	SELF - ESTEEM -6	15.59	2.458	336	336.000

Table 4.6.3a

Stepwise Statistics

Variables Entered/Removed [a,b,c,d]

Step	Entered	Min. D Squared					
		Statistic	Between Groups	Exact F Statistic	df1	df2	Sig.
1	SELF - ESTEEM -3	.114	BC/MBC and SC/ST	7.620	1	334.000	.006
2	SELF - ESTEEM -4	.305	BC/MBC and SC/ST	10.163	2	333.000	5.199E-05
3	SELF - ESTEEM -2	.404	BC/MBC and SC/ST	8.948	3	332.000	1.024E-05
4	SELF - ESTEEM -5	.484	BC/MBC and SC/ST	8.014	4	331.000	3.540E-06

At each step, the variable that maximizes the Mahalanobis distance between the two closest groups is entered.

a. Maximum number of steps is 12.

b. Minimum partial F to enter is 3.84.

c. Maximum partial F to remove is 2.71.

d. F level, tolerance, or VIN insufficient for further computation.

Classification Statistics

Table 4.6.3b

Classification Function Coefficients

	CASTE	
	BC/MBC	SC/ST
SELF - ESTEEM -2	2.603	2.465
SELF - ESTEEM -3	.843	.610
SELF - ESTEEM -4	1.143	1.384
SELF - ESTEEM -5	2.738	2.968
(Constant)	-43.019	-42.486

Fisher's linear discriminant functions

Table 4.6.3c

Classification Results[a]

		CASTE	Predicted Group Membership BC/MBC	SC/ST	Total
Original	Count	BC/MBC	165	79	244
		SC/ST	42	50	92
		Ungrouped cases	0	3	3
	%	BC/MBC	67.6	32.4	100.0
		SC/ST	45.7	54.3	100.0
		Ungrouped cases	.0	100.0	100.0

a. 64.0% of original grouped cases correctly classified.

Table. 4.6.3c highlighted the classification statistics from the level of stress. The Coefficients are computed for most significant caste domains 1 & 3 using fisher's linear discriminant functions. It may be noted that the coefficients for domain 1 & 3 were more for less stressed group than for high stressed groups. It indicated that the respondents in less stress group enjoy self esteem of 3 more than high stressed group. Alternatively because of low score for self-Esteem 1(social esteem control) & 3(social control) lead to high stress.

These two domains alone classify the low stressed and the high stressed group's to the extent of 76.4% and the remaining misclassification percentage of 23.6% could be due to sampling fluctuations. In other words if we know the scores of self esteem 1&3. We can classify the respondents either in less stressed or high stressed group to the extent of 76.4 percent.

VII. Multiple Correlation and Regression Analysis

Often, theory and experience give only general direction as to which of a pool of candidate variables (including transformed variables) should be included in the regression model. The actual set of predictor variables used in the final regression

model must be determined by analysis of the data. Determining this subset is called the variable selection problem.

Finding this subset of regress or (independent) variables involves two opposing objectives. First, we want the regression model to be as complete and realistic as possible. We want every regressor that is even remotely related to the dependent variable to be included. Second, we want to include as few variables as possible because each irrelevant regressor decreases the precision of the estimated coefficients and predicted values. Also, the presence of extra variables increases the complexity of data collection and model maintenance. The goal of variable selection becomes one of parsimony: achieve a balance between simplicity (as few regressors as possible) and fit (as many regressors as needed).

Table 4.7.1

Regressions Analysis with Treatment with respect and dignity by Spouse's of the respondents

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.013[a]	.000	-.003	.402

a. Predictors: (Constant), SEC - 63

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.009	1	.009	.055	.815[a]
	Residual	54.351	337	.161		
	Total	54.360	338			

a. Predictors: (Constant), SEC - 63

b. Dependent Variable: TREATED WITH RESPECT AND DIGNITY

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	.233	.141		1.656	.099
	SEC - 63	-.001	.003	-.013	-.234	.815

a. Dependent Variable: TREATED WITH RESPECT AND DIGNITY

The above table highlighted that the self esteem declines with poor treatment by the spouse the table value was -234 and has a significance of .815.The data clearly highlighted the fact that when treated with self-respect by spouse the self - esteem of the respondents, increased.

After having analyzed the data in this chapter, the researcher will discuss the major findings in the next chapter.

CHAPTER – V

CHAPTER –V

DISCUSSION OF THE MAIN FINDINGS OF THE STUDY

INTRODUCTION

These objectives were organized in a logical manner to get an understanding of the topic under the study.

Objectives of the study

- To study the socio- demographic details of the respondents.
- To study the educational-status of the children as perceived by the respondents.
- To study the working conditions, nature of job and the difficulties encountered at the work spot by the respondents.
- To assess the difficulties encountered by the respondents due to dual role played by the respondents.
- To assess the marital satisfaction of the respondents.
- To assess the Self –esteem level of the respondents.
- To assess the knowledge of the respondents towards their welfare schemes and of their expectations from the Government.
- To study about the awareness of the respondents towards their rights
- To study the human rights perspectives of the respondents
- To study the future aspiration of the respondents.

Religion

Majority of the respondents were Hindus, who constituted (94.7%), 9% were Muslims, while only 4.4% were Christians. As per the general population scenario Hindu population were large in number which was also reflected in the study.

Caste

It was reflected from the above study that 67% belonged to Backward Community, 27% belonged to Scheduled Caste, 9% belonged to Forward Caste and 5% belonged to Most Backward Community. About 227(67%) respondents belonged to Backward caste followed by 92(27%) belonged to Scheduled Caste/Scheduled Tribe.

Education

It was inferred from the data that about 126(37.2%) were illiterates, 206(60.8%) were educated upto primary level only and 7(2%) had middle school education. It was significant to note that the majority 60.8% were educated up to primary education, while only 2% were educated up to middle school level and 37.2 % were illiterates.

Mother Tongue

Majority of the respondents spoke Tamil who constituted 99.4% of the respondents, 0.3% spoke Telugu and Urdu respectively.

Occupation

All the respondents were Chithals.

Marital Status

All the respondents were married, while 10% among the married women were separated.

Family history of the Respondents:

The majority had a family size ranging between (4-6) members, which constituted 65.5%, with respect to the number of male members in the family, majority fell between 1-2 members which constituted 68.5 %. With regard to the female members in the family, the majority fell in the category ranging between 1-2 members which constituted 79 per cent.

It was inferred from the data that (91.7%) had children, while 28 (8.3%) did not have children.

With regard to the total income of the family, majority fall in the income range between Rs. (3001-4000) which constituted (66.4%).

The total no of earning members in the family included (88.7 %) who fell in the range of 1-2, members, while (10.9%) fell in the range of 3-4 members.
With regard to the number of senior citizens present in the family it was revealed that only (6.8%) were present in the family.

Details of the health of the Respondents:

The majority i.e. 98.8% suffered from respiratory problems, while 98.8% of the respondents suffered from chest pain. Since their nature of work was hard physical

labour with constant exposure to pollution, most of the respondents suffered from health problems.

The respondents mostly had access to government hospitals which constituted 96.8% due to their affordability.

Majority i.e. 99.4% had no ability to spend for medical expenses which was a hard reality, due to their poor earnings they were unable to take care of their health expenses, hence they were forced to borrow money to meet the medical expenses, 76.1% borrowed money from friends and 23.3% borrowed from relatives.

The majority of the respondents i.e. 99.7% did not have proper sanitary facilities, 35.4% opined that it was due to lack of money, while 67.8% attributed the cause due to lack of health care facilities, although many went to government hospitals. They found it difficult to take days off, for fear of loosing their one day's wages. They were not given any medical benefits, hence if they fell sick in most cases they postponed their visit to hospital only when in chronic situation they seeked medical help.

It was to note that, majority of the respondents worked during the pregnancy period, (73.7%) opined that they worked during pregnancy period due to lack of money, while (17.9%) worked due to compulsion and under forced circumstances.
It was significant to note that although there were hospitals available, there was no proper infrastructure. The respondents also had no time to under go pre - natal test for safe delivery, as they go to hospital only at the time of delivery.

It was observed that 63% went to Government hospital for delivery, while 18.5% had home delivery, with regard to rest taken after delivery it was found that 74.4% only two week of rest, while 16.2% took one week of rest.

A vast majority (91.7%) of them were unable to take rest due to non availability of maternity welfare. With regard to practice of family planning method, a vast majority that is 91.7% were not practising family planning method.

Basic Amenities:

Basic amenities are vital for healthy life. It is significant to note that, that 16 persons (4.7%) 3% had access to proper water facilities, 15.6% had access to electricity only on paid basis, 12.7% had drainage facilities, 12.3% had proper housing facilities, which they availed mostly on rental basis, while (4.7)% had access to toilet facilities, as they mostly used only public toilets.

Basic infra-structural facilities of the Respondents:

The majority 76.4% did not own a house due to their low income and poverty. With regard to the type of houses 89.4% lived under thatched roof while 10.3% lived in tiled roof and only 3% lived in concrete houses. The data thus revealed the majority of the respondents had no proper place of dwelling.

Details of place of living of the Respondents:

With regard to the duration of stay, 46.8% had lived in the current place for 6-10 years, 19.8 % had lived between 1-5 years who can be considered as recent migrants, and 32.4% had stayed in the current place of dwelling for more than a

decade stating the fact that longer the duration earlier had been the period of migration.

With regard to the place of migration, 24.4% had migrated from Chengalpet, 33.6% had migrated from Thiruvanamalai, 29.2% had migrated from Tindivanam 4.4% from Salem, 0.9% from Tirunelveli, 0.3% from Padapai, 0.6%, Madurai 2.1% and 2.9 %have migrated from Thiruneermalai, while 2,4% were those who were residing in the same place. The data revealed that the key areas from where the respondents have migrated from Thiruvanamalai, Tindivanam, Chengalpet. As per the census data these areas were classified as drought prone areas.

The data depicted the fact that the respondents had migrated from rural areas to cities in search of livelihood. They were unable to find jobs in agricultural sectors due to monsoon failure, lack of ownership of land and lack of proper irrigation facilities, they find it hard to eke out their livelihood, hence were forced to migrate towards cities in search of jobs, their nature of job mostly draws them to the construction industry which provides cheap labour. Hence most of them land in the construction industry in the urban areas, while the primary occupation was slowly diminishing; hence they do hard work to survive.

The main factors attributed for migration among the respondents were as follows, 39.2% had migrated in search of livelihood, 3.6% had migrated due to family members who had already migrated, 22.7% had migrated due to agricultural failure, 27.4% had no jobs in agricultural sector, and 5.3% were suffering from poverty while 1.7 % had migrated due to illiteracy. The data revealed that 96.5% did not own

property, while a small proportion i.e. (3.5%) owned land. With regard to difficulties encountered in the place of dwelling (49.6%) opined that they found life loaded with heavy work, 33.6% opined that they had no major difficulties.

Educational details of the children:

It was significant that children of the respondents were struggling hard to face obstacles to come up in life. Majority i.e. 55.7% were studying, while 44.2% of the respondents' children were not studying. With regard to the reasons for those children not studying, it was inferred that 11.7% attributed it to their illiteracy, 2.6% attributed it to their irregularity of job and 2.9% stated that it was due to poverty.

It was relevant to note among those children who were going to school it was found that 52% were partially regular, while only 3.5% were regularly going to school. With regard to the prevalence of time for sending to school, it was inferred from the data that 10.6% had time to send their children to school, while 66.4% did not find time to send their children to school.

The study revealed that only 2.7% were very satisfied with the level of academic performance of their children, while 52.5% were moderately satisfied of their academic performance, only 0.3% was satisfied with their wards academic performance. Government provides welfare facilities for the children of the marginalized group, from the data it was inferred that majority of the respondents expected government schemes to enhance the quality of education of their children.

With regard to the steps taken for motivating their children to come up in life. It was inferred from the data that 50.7% encouraged them to study and 3.2% opined that they provided support system and 1.8% provided guidance for their children to study well.

It was found that 47.2% of the respondents emphasized their children to study, 8.6% were not responsible for their children's education.

The study revealed that 35.5% opined that they would take care of their own children, 6% opined that they take their children to the work spot and 2.7% left their children in crèche near their work spot, 11.5% had opined that they left their children with their mother's care, 0.9% had opined that they left their children with their mother-in laws.

With regard to children practising the same job, 20.9% opined that their children were practicing the same job, while 70.8% opined that their children did not aspire to do the same job. With regard to the opinion of the respondents in influencing their children education it was inferred that 10.3% stated that they would not take their wards to the site area, while 2.6% opined that they would not describe their job to their children, 32.7% opined that they would not leave them in the same line, 12.7% opined that they would discourage their children taking up the same job.

Nature of Work and working conditions among the respondents :

The study revealed that majority of the respondents was Chithals, which includes carrying loads, climbing stairs and mixing sand with cement. The workers' participation rate as depicted was as follows. 39.1% (male) and 51.7% for female as

per (Census data 2001). The data also revealed that women were paid low wages in comparison to men. Gender disparity prevails in the work situation. Women did not get promotion unlike men in the construction work, who rise from Periyaal ,who assists the women in mixing cement, zalli with water and earned Rs.150, Kothanar earned Rs.200, he builds the house, while maistries, supervised the building construction and earned Rs.250, while most women remain as Chithals and also retire as Chithals, which is the lowest rung of the ladder.

Age is an important factor to perform in a job with age, one's education and maturity increases. Unlike in the current study women had started to work at a very early age due to lack of proper education, poverty and poor economic condition. As inferred from the data, respondents had started working at very early age, 7.4% had started working between the ages of 8-13 years, 31.9% had started working between the age group of 14-16 years, while 50.6% had started working between the age group of 17-19 years, and 10.1% had started working between the age group of 20-26 years. Early age at work affects their health, and also women were exposed to health problem, due to constant exposure to heat and sun.

Majority i.e. 90.6% had not practiced any other job earlier, while only 9% had practiced other jobs like coolie, domestic and agricultural works. The respondent had been engaged in this work due to agricultural failure, hence they work along with their family members as well, as reflected from the data 44.2% of the spouses were practicing the same job, 20.1% of their off springs were practicing the same job. 28% of their spouse and their children practiced the same job and 1.2% of their relatives practiced the same job.

Work timings are important to motivate a person to work efficiently. The majority i.e. 54% worked for 10 hours per day, 25.4 % worked for 9 hours per day, 19.7% work for 8 hours per day and 0.9% worked for 7 hours per day. Although the law states that no person shall work for more than 8 hours a day due to the nature of job. They were exploited more than the specified duration of work.

The study revealed the fact that (17.7) preferred to continue to do the same job as it was near by their houses, where as 14.2% stated that they continued the job as it was their ancestral occupation, 12.7% stated that they continued the same job due to the poverty, while 55.4% stated that they had less education hence forced to take the job for survival. The mode of payment it was seen that majority i.e. 98.5% got wages on daily wage basis and 1.5% earned weekly wages.

Majority i.e. 82% opined that sub-contractor (maistry) paid their wages hence there was no direct relationship between the worker and the owner. With regard to the wages received from the owner only 2.4% received wages from their owner. Modernization has reduced the labour force in construction industry. As revealed from the data 9.7% worked for 2 days in a week, 89.7% worked for 3 days in a week, and 0.6% worked for 6 days in a week.

It was inferred from the data that 2% earned between Rs.800 to Rs.900 while 13% earned between Rs.900 to Rs.1000, 46% earned between Rs.1001 to Rs.1200 and 39% earned between Rs.1201 to 2000. Majority earned between Rs.1001-2000 which constituted 75% of the respondents. Gender discrimination prevails in the

construction work, as women do more physical labour but earn little than men, as reflected in the data 92.6% felt that there was discrimination at work.

The majority that is 95.6% stated that there was no equal wages for sexes, although stated in Article 14 that there should be no discrimination of wages on the grounds of sexes. With regard to over time paid for extra work, it was inferred from the study that 12.7% get Rs.10 extra per day for extra work, 87.3% expressed that they get Rs.20 extra especially when putting zalli, this was mostly done on Sundays when they go for work on a holiday and when they were putting extra effort they get Rs.20 extra with food given during the lunch time.

Safety measures need to be practised has per labour laws, unfortunately there was hardly any safety measures prevailing in the work situation as opined by 99.7% of the respondents. One person's spouse had a fatal fall from a 3 storied building and fractured his leg hardly any compensation was given, nor medical expenses were met by the so called "owner", who were least bothered of the well being of the worker while they only expect cheap labour even at their cost of their life . Sexual harassment was prevalent in most industry even in this field women faced threat of sexual harassment by their male workers. It is significant to note that 96.9% did not face sexual harassment while only 4.1% faced sexual harassment at work spot. With regard to the practice during off seasons, it was inferred that 42.1% did domestic work, 24.5% did coolie work, 18.9% pledged jewels and 14.5% go back to do agricultural labour.

Wage pattern of the respondents:

Women toil hard to eke out a livelihood. It was observed that the respondents did not have decent wages. Majority of the respondents i.e. 92.4% earned an income below Rs. 90, and only 0.6 % earned Rs 100 per day, while the minimum wages act states that a person's income should be at least Rs 100 per day on the contrary the respondents hardly get a minimum wage for decent living. It was found that 4.2% earned only twice a week, 95.9% while 4.2% earned twice week and only 0.3% earned four times in a week. With regard to the number of working days in a month 5.4% get work between 10-14 days in a month, 94% had work between15-19 days in a month, 0.6% had work for more than 20 days in a month.

Majority of the respondents await work daily, each day was a trauma for they know not whether they would get work each day. The respondents wait from morning 6 am if they to get work otherwise they go home.

Job satisfaction is crucial to enhance their quality of life and performance. As inferred from the data majority that is 96.8% were not satisfied in job, while the reasons stated for non- satisfaction in job was that, 30% opined that they disliked the job due to lack of incentives, 18.9% did not like the job due to the nature of job which was legally not approved while 48.3 % stated both factors responsible for job dissatisfaction. With regard to prevalence of job discrimination 95% expressed the fact that they were discriminated in job, the reasons stated were as follows, 7% found job discrimination in work allocation, while 70% stated that they experienced job discrimination both in work allocation as well as wages/working hours and 23% felt discriminated in wage allocation.

Women toil hard, but were not getting equal wages; they also did not have bargaining capacity, while female members receive wages only from their male counter parts.

With regard to chances for taking up alternative jobs, it has been stated that 91.7 % had no chance for taking up alternative jobs. Globalization has brought a drastic decline in the job opportunities of the workers. Earlier they expressed that they were able to get work for 20 days regularly, while now their frequency of job regularity has declined, machines had replaced man as stated from the data that 98.8% found interference of mechanization has affected their work.

With regard to their relationship with colleagues 98.8% had cordial relationship with their colleagues, they sit together sharing their joys and sorrows together, and they ventilate their feelings and sustain relationship, one main factors being that they get to know of jobs only through their colleagues.

Employer-employee relationship is vital for motivating them to perform better as well as to enhance their quality of life, and there by gain job security. It was unfortunate to note from the data that 92.3% had no relationship with their employer, presence of intermediaries between the owner and the worker, has hampered their relationship with the respondents. With regard to the means of help sought from the employers 5.6% get only moral support 2.1% get only financial support while a vast majority i.e. 92.3% did not get help from the employers which proved the fact that there was no direct relationship with the employer.

Occupational Hazards:

The major health hazards faced by the respondent's were physical ailments by which 319 persons were affected (94.1%) 293 persons (97.6%) faced respiratory disorders and 335 persons (98.8) had chest pain due to their work nature, while 36 persons had problems of spinal cord (7.7%) faced dust allergies and 12 person's (3.6%) faced gastro intestinal problems and (2.7%) faced gynecological problems, almost all the respondents had one of the other forms of illness due to their heavy workload.

Debt and borrowing patterns among the respondents:

The majority of the respondents had debt as their income was insufficient to meet the needs of the family, their seasonal nature of job and job insecurity forced them to borrow money as they had no proper source to borrow money, they relied on the doles or private money lenders, who gave them money on interest basis, which was exorbitantly high.

It was found that 93.5% had debts, while among those who had debts, 30.4% borrowed from private money lenders and 62.2% borrowed money from thandals (those who give money right at the respondents door step on interest basis). The maximum amount borrowed by the respondents ranged between Rs 10,000-15,000 which constituted (34.5%), 31.2% borrowed money between 15,000-20,000, 18% borrowed money less than Rs.10,000 while 9.7% borrowed money above Rs. 20,000. With regard to the amount of interest paid for the amount, the data revealed that 34.5% paid 10% per month as interest, while 41.6% paid 3% as interest per month, 17.4% paid 5% per month as interest and 6.5% had no debt.

With regard to the mode of payment, all who borrowed money paid in cash. The major reasons attributed for borrowing money included 53.1% had borrowed money during off season, 19.8% had borrowed money for health purposes, 10.3% had borrowed money for wedding purposes and still others 6.2% had borrowed money majority of the respondents had debt as their income was insufficient to meet the needs of the family, their seasonal nature of job and job insecurity forced them to borrow money as they had no proper source to borrow money, they relied on the doles or private money lenders, who gave them money on interest basis, which was exorbitantly high.

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With regard to the mode of payment, all who borrowed money paid in cash. The major reasons attributed for borrowing money included 53.1% had borrowed money during off season, 19.8% had borrowed money for health purposes, 10.3% had borrowed money for wedding purposes and still others 6.2% had borrowed money for meeting the expenses for their children's education.

Marital details of the Respondents:

Marriage is crucial for women, also it helps to nurture and propagate children to sustain society, the data revealed that 21.3% of the respondents got married at the age of 12-15 years, while 59.9% of respondents got married between the age group of 16-19 years, while 16% got married between the age group of 20-23 years, while only 2.8%,got married between 24-26 years. It was inferred from the data that 59.9% of the respondents had arranged marriages, while 39.8% had love marriage, and 0.3% had both arranged cum love marriage. It was inferred from the data that 98.5% of the respondents belonged to Nuclear families, while 1.5% belonged to joint families. It was significant disintegrating, while nuclear family was gaining prominence among the respondents.

It was significant to note that 86.4% had consanguinous marriage while 13.6% had marriage outside one's kinship. It was found that majority 85.5% had not given dowry at the time of marriage, while 79.6% have presence of in-laws, but they do not stay with them because the respondents and their families have already migrated in search of jobs.

Privacy is necessary for a peaceful living. Unfortunately i.e. 65.8% did not have privacy at home. Most of them dwelled in one room apartment, due to poor affordability and the cost of living forced them to live in a single room.

Abuse was common among the respondents, alcoholism was prevalent among the spouses as reflected in the data, 72.5% of the respondents had been physically abused, 11.2% had been verbally abused and 5.3% had been psychologically abused.

Marital satisfaction among the respondents

With regard to marital satisfaction among the respondents, it was significant to note that majority i.e. 55.8% had high level of marital satisfaction 31.5% had moderate level of satisfaction, while only 2.7% had low level of marital satisfaction. On the whole the respondents were able to accept their marital life. From the above data it could be observed that they were facing problems in their family life.

Demographic profile of the Respondents' spouse's:

The data revealed that among the spouse that 86.6% of the respondents' spouses consumed alcohol, while 4.8% had extra- marital affairs, and 6.6% of the spouses smoked. It was significant to note that alcoholism was highly prevalent among the spouses, which was detrimental to the well being of the family.

With regard to the occupation of the spouses it was inferred from the study that 12.7% of the spouse were "Kothanars" while 3.5% were maistry and 64.6% of the spouses were Periyaals, there was gradation of work among the males in construction work, they began as Periyaals and they get upgraded to Kothanar and then get promoted to maistry at still higher levels they become contractors. Unlike among the females mostly they begin as Chithals, to remain as Chithals, only under rare circumstances they become upgraded in their career life.

The education of the spouse was also low, 72% were educated up to primary level, while 15.9% were illiterates and 10% were educated up to middle school and only 0.6 % were educated up to secondary grade level.

Decision- making patterns among the respondents

Decision making patterns were crucial for empowerment of women it has been interesting to note that 78.5% were able take decisions relating to personal life, while 65.6% had the capacity to take decisions on economical matters 18% were able to take decisions on social matters. The data revealed that the respondents were able to take decision regarding personal and economic matter of their life. With regard to family budgeting 84.9% of the respondents do it alone 14.5% of the respondents do the family budgeting jointly with their spouses, while 0.6% of the respondents in laws does the family budgeting. Economic independency was important for the progress of women as seen in the data 95.9% had the freedom to spend money on their own, while only 4.1% did not had the freedom to spend money independently.

Treatment of respondents by their spouses at home

The table revealed that, with regard to treatment by spouses with respect and dignity, it was inferred from the data that 83% of the respondents were not treated with respect and dignity. From the above table it was inferred that 91.4% respondents were treated with respect and dignity at home, while 8.6% stated with they were not treated with respect and dignity at home. Thus the data revealed that majority of the respondents were able to gain respect at home.

Ability of the respondents the dealing with conflict situations

The above table revealed majority 96.1% were able to deal with conflict at home, the data also revealed that 3.8% were not able to deal to the conflict by them selves. Majority that is 84% were able to deal with the problems conflict by them

selves, 8.6% approached neighbours and friends for help to deal with conflicts, while 7.4% got the help of relatives to deal with conflicts.

A was majority that is 97.6% were aware of resources available for them like All Women Police Station, and Legal Aid which addresses women's issues. Though they did not approach the resources for help.

Awareness of the Welfare Scheme among the respondents:

Welfare facilities are prevalent for the respondents. Welfare measures are essential to promote the well being of the respondents. As opined by the respondent's majority i.e. 87.6% were aware of the prevalence of maternity benefit while 37.8% were not aware of it. With regard to educational schemes. 90.3% were aware of the educational schemes available for them; it was significant to note that 68.1% were aware of the old age pension available for them, while 31.9% were not aware of it. It was inferred from the data that majority i.e. 71.1% were not aware of the compensation for loss. It is significant to note that 82.3% were not aware of crèche facility available for them. A vast majority i.e. 67% were not aware of leave facilities, majority i.e. 86.4% were aware of formation into unions, only 13.9% were not aware of formation into unions. Majority i.e. 89.7% were aware of widow person, the data revealed that majority (71.1%) were aware of marriage benefits available for them, while only 28.9 % were not aware of it. It was found from that data that on whole they were aware of their welfare measure; the only factor was that it was not with in their accessibility.

Expectations of the Respondent towards Government Welfare Schemes:

Governmental measures played a crucial role in uplifting the lives of the marginalized group. With regard to expectations of the respondents of wages it was inferred that 98.5%, preferred legislations by government for work, majority that is 98.5% preferred one job one family with daily wages due to their insecurity in job. With regard to preference life insurance measures, it was inferred from the data that majority i.e. 98.8% preferred the schemes. It was found that 84.7% expected 1 lakh as financial help from the government during calamities while, 3.8 expected 50.000 as compensation, 11.5 % expected 75,000 as compensation during calamities.

Striking Reasons for the Suppressed Position in life

The striking reasons stated for suppressed position in life as stated by the respondents were 59% attributed it to poverty, 59% stated it to be lack of education, 36.9% stated it to be place of birth, 30.4%% attributed it to be as lack of skills, 6.8% respectively stated to be caste and husband, as a factor for suppressed position in life while 1.5% attributed parents as a factor, and 2.4% stated it to be as compulsion and fate respectively .On the whole the main factors suppressed position in life attributed were illiteracy, followed by place of birth ,and as lack of skills.

Welfare Measures among the Respondents:

Welfare measures are essential to promote the well being of the workers. As opined by the respondent's, majority i.e. 87.6% were aware of the prevalence of welfare facilities. It was inferred from the data that 84.4% had no membership in any association, constituted (95.9%), only 4.1% did not desire for membership as they had no repeated benefits in joining unions. With regard to suggestions for improved work,

it was inferred from the data that 18.9% preferred to have increased wages, 32.2% suggested to recognize their services 32.7% suggested giving decent wages for them, and 16.2 % suggested providing them welfare schemes.

Stress reduces the productivity of the person is inferred from the data 54.3% had high level of stress 41.0 had moderate level of stress, only 0.6% had no stress.

Job satisfaction is crucial to enhance their quality of life and performance. As inferred from the data majority that is 96.8% were not satisfied in job, while the reasons stated for non- satisfaction in job was that, 30% opined that they disliked the job due to lack of incentives, 18.9% did not like the job due to the nature of job which was legally not approved while 48.3 % stated both factors responsible for job dissatisfaction. With regard to prevalence of job discrimination 95% expressed the fact that they were discriminated in job, the reasons stated were as follows, 7% found job discrimination in work allocation, while 70% stated that they experienced job discrimination both in work allocation as well as wages/working hours and 23% felt discriminated in wage allocation.

Women toil hard, but were not getting equal wages; they also did not have bargaining capacity, while female members receive wages only from their male counter parts.

With regard to chances for taking up alternative jobs, it has been stated that 91.7 % had no chance for taking up alternative jobs. Globalization has brought a drastic decline in the job opportunities of the workers. Earlier they expressed that they

were able to get work for 20 days regularly, while now their frequency of job regularity has declined, machines had replaced man as stated from the data that 98.8% found interference of mechanization has affected their work.

With regard to their relationship with colleagues 98.8% had cordial relationship with their colleagues, they sit together sharing their joys and sorrows together, and they ventilate their feelings and sustain relationship, one main factors being that they get to know of jobs only through their colleagues.

Employer-employee relationship is vital for motivating them to perform better as well as to enhance their quality of life, and there by gain job security. It was unfortunate to note from the data that 92.3% had no relationship with their employer, presence of intermediaries between the owner and the worker, has hampered their relationship with the respondents. With regard to the means of help sought from the employers 5.6% get only moral support 2.1% get only financial support while a vast majority i.e. 92.3% did not get help from the employers which proved the fact that there was no direct relationship with the employer.

Awareness of Human Rights among the Respondents:

Human rights are those rights which are inherent and inalienable rights, the very fact one was born into the world, he/she has the right to live with dignity and self- respect. The data revealed the awareness of human rights concerning social issues among the respondents. Accordingly it was inferred that 97.9% considered the desired age of marriage for girls as between 18-20 years, the legal age of marriage is 21, while majority of the respondents desired to get them married between 18-20

years. It was interesting to note that 98.2% opined that there should be abolishment of the practice of dowry, 98.5% opined that they need to abolish child labour, 97.9% were keen to educate the girl child, while it was found that majority i.e. 95.9% did not agree for entitlement for equal wages, the data revealed that 90% of the respondents were aware of the minimum wages specified for them The majority that is 92.3% preferred to join women's organization, 86% did not prefer to stand for election. With regard to the reasons for effect of globalization on consumer items, 36% of the respondents opined that population was a factor for increase in globalization, 49.2% opined that corruption as a factor causing increase in cost of consumer items, and 14.8% opined that government policy as the cause for increase in consumer items. With regard to the effect of globalization majority that 94.7% opined that globalization had an effect on their life. With regard to the effect of exact age of marriage 98.5% knew the exact age of marriage, 95.6% accepted the fact that sexual exploitation as a crime. On the whole the respondents were aware of their human rights.

Human Rights perspective of the Respondent:

With regard to understanding of the concept of the human rights it was inferred from the data that 68.7% said opined that human right means to live with dignity, 15.4% stated it to be to earn a decent livelihood, and 10.6% said that it was to be as job security, 5.3% stated to be earning sustained income. Majority that is 91.2% of the respondents opined that they faced no sexual harassment at home and 8.8% that they faced sexual harassment at home, majority of the respondents 95.6% opined while only 4.4% stated that they have crèche facilities. Majority that is 74% said that they did not face any form of domestic violence at home. Majority 96.5% felt that

they did not have proper medical facilities. While 3.5% stated that they have proper medical facilities. Majority of the respondents 79.6% opined that they were not treated with respect and dignity by their spouse, majority that is 96.8% felt that they were exploited at work. Majority that is 95% stated that they had voting rights, 95.6% of the respondents opined that they had ration card and 61.4% stated that there was prevalence of caste discrimination while 38.6% stated that they were not discriminated and 98.2% stated that there was no job security. It is significant note they were clear the concepts related to human rights.

Future Aspirations:

Women are striving hard to up lift their status. As reflected from the data, 18.6% preferred a secured job for life, 13.9% desired for safe environment as most of them were in rental payment facing threats of displacement, while 26% desired for right to livelihood as reflected in Article 21 of the constitution, 14.5% desired to form sangams, while 1.2% preferred to be issued identity cards, and 3.2 % preferred a good future for their children through proper education.

With regard to their aspiration for their children, 34.5% desired for good education, while 23% preferred secured job for their children, 24.8% preferred to get welfare by the government for their children's education, while 17.7% desired for improved standard of living for their children. It was inferred from the data (75) 22.2.% of the Schedules tribe families were aware of the welfare facilities as against 66% of the other caste groups were aware of welfare facilities. On the whole the SC/ST respondents were less aware of the welfare facilities available for them.

Caste and Practice of dowry among the respondent

Out of 339 respondents 247 persons belonged to other caste group families, among scheduled caste families 68(73.9%) did not practice dowry as against 223 (65.7%) of the other caste group families did not practice dowry. It was significant that majority of respondents did not practice dowry. The chi square value was $x2$ = 14.780.

EDUCATION AND CHILDREN PRACTISING THE SAME JOB

The respondents who were illiterates(126/339) persons 77.8% stated that their children were not practising the same job .With regard to those who were educated up to primary level (206/339) persons 79.6% said that they were not practising the same job .Among those respondents who were educated up to middle school(7/339) said that their children were not practising the same job .Thus it can be inferred from the data that education of the respondents had no influence on their children practicing the same job. Hence the hypothesis, "There will be no significant relationship between education of the respondent and children practicing the same job", is accepted. It was significant to note that majority that 58% of their children were not practising the same job.

It was observed that the increasing age of the respondents the productivity of the labour declined. As inferred from the data those who belonged to the age group of (18-25) had maximum of 14.1% of working days per month, while those in the age group (26-35) years had 40.4% of work for 15 days in a month .those in the age group of (36-45) years had 34.9% work for 15 days in a month, those who belonged to the age group of (46-55)years had 7.7% of work for 15 days in a month .It was

visible from the data that number of working days declined with age for women in the construction industry, the opportunity to get work declines with age as productivity of labour decreases . Thus it could be inferred from the data that 75% of the respondents are in the age group of (26-45) years who work for 20 days in a month.prooving that the productivity of labour age group of (18-25)had maximum of 14.1% of working days per month ,while those in the age group (26-36) years had work for more than 20 days . is high.

It revealed that there was a relationship between the caste and education of the respondents. As seen from the data that among the illiterates who belonged to Backward Caste (57, 1%) were illiterates, 42.9%of the respondents among those illiterates belonged to Scheduled Caste groups.

With regard to those educated up to primary level 82% belonged to Backward Caste, while 18% were Scheduled Caste groups .There were more backward caste groups who were educated up to primary level, while among those who were educated up to middle school the data revealed that 85.7% belonged to backward caste group, while 14.3% belonged to Scheduled Caste /Scheduled Tribes. The education of the SC/ST groups was less than the Backward group. Thus the hypothesis, "The education of the Scheduled Caste /Scheduled Tribes groups was less than the Backward Caste group" was accepted.

Non Parametric Test

III. Mann-Whitney Test

Non Parametric tests assume that the populations are normally distributed and are independent. Many times these assumptions cannot be met and in such cases two nonparametric tests are used, neither of which depends on the normality assumptions. Both of these tests are called rank sum tests because the test depends on the ranks of the sample observations. Two important tests in these rank sum tests are Mann-Whitney U test and the Kruskal–Wallis test.

The Caste wise comparison with to six domains of self esteem was carried out using Mann Whitney test It was observed that expect for self esteem (2) G.S.E ,social control and family esteem BC/MBC and sc/st have the same population median score.

With regard to self esteem 3 (social control).Bc/mbc had higher average rank namely 78.35 as compared to 147.58 for SC./ST. The differences between these ranks were statistically significant (z=2.606) to note that resondents who belonged to SC/ST groups did not mingle with other caste group and also others showed less concern towards SC/ST community.

On the other hand with regared to self esteem 4(Family Esteem) the SC/ST have better ranks (187.77) as compared to MBC groups which faced more internal problems within their circle for many known reasons and Family Esteem was relatively low .The family members of the SC/ST remained more closer than with other Caste groups ,this was due to the fact that they had more cohesiveness in their

community itself .the difference in the correspondence population median was found to be statistically significant (z= -2.296)

Mann-Whitney Test

It was inferred from the Mann-Whitney Test that there was no relationship between self-esteem4 (family-esteem) and marital satisfaction, while there was some significance between the other self esteem and marital satisfaction. Therefore it was proved that there is no correlation between family esteem and marital satisfaction. It was inferred that one factor does not influence the others.

IV . Kruskal-Wallis Test

Kruskal–Wallis test is an extension of the Mann-Whitney U test to situations where more than two populations are involved. We compare the equality of medians of more than two groups.

The Kruskal –Wallis test is a Non – Parametric Analysis of Variance (ANOVA), used to test the equality of more than two population medians. It was applied to test the equality of median scores of different areas of self –esteem with the different levels of Marital Satisfaction. According to the Marital Satisfaction scale, those respondents who have scored between 40-60 will be classified under high marital harmony, Moderate harmony prevalent if the score was between 20-40 and below 20 belonged low marital harmony. It was worthwhile to mention that in all the domains of self-esteem, there is a difference among the three levels of Marital satisfaction expect for self-esteem -4 (Family esteem). The scores on family esteem was a function of the family members particularly the children and the parents of both the

sides of the respondents. Hence, the martial disharmony was not directly reflected on family esteem. However, in all the other domains there was a clear cut statistical evidence of difference which are highlighted below in detail:

- The lower the self-esteem and Global self-esteem, the higher the marital disharmony
- When there a marital disharmony, the outlet for the respondents is only the people in the society to whom they interact and so the social control score is more among those who have low marital harmony
- When the marital disharmony is more in the family, it was reflected badly on the physical fights between the spouses it automatically reflected on the physical well being of the respondents. It can be further explained that when there was no marital compatibility between the spouses, it has a direct impact on the social esteem in the society and they get less respect outside.
- The comparison is made between the moderate and high score groups using Mann-Whitney U test. Hence it was obvious that the marital satisfaction of the respondent's influences the self esteem of the respondents in all domains was accepted.

CATPCA - Principal Components Analysis for Categorical Data

1. Categorical Principal Components Analysis (CATPCA)

The goal of principal components analysis is to reduce an original set of variables into a smaller set of uncorrelated components that represent most of the information found in the original variables. The technique is most useful when a large number of variables prohibit effective interpretation of the relationships between objects

(subjects and units). By reducing the dimensionality, the researcher interpreted a few components rather than a large number of variables.

It was inferred from the data that out of 339 respondents considered for the study, it was of interest to know that whether there was any variation among them with respect to different domains of self-esteem scores. Since, the study described one time assessment and evaluation of the unorganized women workers employed in construction work in the form of a scientific survey the associated collected information belongs to categorical data. The salient features of this analysis may be classified in to the following 4 sets:

Set-1

The physical fitness (Self-esteem-5) had positive loadings in both the dimensions and therefore it was to be given top most priority as it explained maximum variation in the data. The scores given by the respondents to this domain fluctuated widely to explain the fact that the wide differences of opinion pertaining to their physical fitness. Some of the respondents opined that they were worn out with physical lab our, hardship of job, and the constant pain and stress which further added to their physical well being.

Set-2

The domain social esteem (self-esteem-6) had negative loadings in both the dimensions and so it was found to be highly statistically significant. As they belonged to low socio-economic status, the self-esteem score had maximum variation and it was observed from the field investigation that they were not treated on par with others and the social discrimination prevails in reality.

Set-3

The domain family esteem (Self-esteem-4) had negative loading in dimension-1 and positive loading in dimension-2 and so it is given due importance by the respondents. Owing to the fact that a small proportion of the respondents were separated. In some cases, children are not playing supportive role towards the welfare of the respondents as they married and lived separately.

Set-4

The domains 1-3 (self-esteem, global self-esteem and social control) were found to be statistically insignificant as they did not explain any variation among the scores obtained from the respondents.

Discriminant analysis: The two groups considered wee the respondents with less stress (155) and high stress group. The respondents with high stress (184).

It was interesting to observe that in all the domains of self esteem the means stress were more with regard to less stress groups in comparison with high stress group. It signifies that when the issues are taken the lighter vein, one can encounter less stress, which in turn boosts their self esteem. Irrespective of the domains of the self esteem. However it is difficult to practice in reality as human beings tend to react according to the situation. Owing to the fact these Women, who with low socio economic status who are already frustrated in life exhibit stress on various problems & issues in one form or the other. With discrimination between low stress & high stress group, out of six domains of self esteem only two emerged as significant and self esteem (1-Social esteem control) and self esteem (3-Social control).

Discriminant

Coefficients were computed for most significant domains 1 & 3 using fisher's linear discriminant functions. It may be noted that the coefficients for domain 1 & 3 were more for less stressed group than for high stressed groups. It indicated that the respondents in less stress group enjoy self esteem 3 more than high stressed group. Alternatively because of low score for self-Esteem 1 & 3 led to high stress.

These two domains alone classify the low stressed of the high stressed group's to the extent of 76.4% and the remaining misclassification percentage of 23.6% could be due to sampling fluctuations. In other words if one knows the scores of self esteem 1&3. The research can classify the respondents either in less stressed or high stressed group to the extent of 76.4 percent.

VII. Multiple Correlation and Regression Analysis

Often, theory and experience give only general direction as to which of a pool of candidate variables (including transformed variables) should be included in the regression model. The actual set of predictor variables used in the final regression model must be determined by analysis of the data. Determining this subset is called the variable selection problem.

Regression Analysis treatment with respect and dignity by spouse of the respondents. The data revealed that self esteem declined with poor treatment by spouse, the table value was -234 and has a significance of 815.The data clearly highlighted the fact that when treated self-respect by spouse the self - esteem of the respondents increases.

The findings of other researchers, namely **Anna Mathew (2004), Balbir Soni 2000), M. Atchi Reddy** (2000)**Geetha Ramakrishnan** (1989) **Kaila.H.L**(2000) and **Anita Baneerji Raj Kumar Sen** (2000) who have conducted in-depth studies on women construction worker have presented similar findings as those of the researcher . Some of the findings of the researcher were as follows:

- There were more illiterates among the SC/ST families in comparison to other Caste groups.
- Women construction workers were mostly rural migrants. They migrated towards cities in search of livelihood.
- Women construction workers did not practice dowry system.
- Early marriages were practiced among the women construction workers.
- Women construction worker had very poor infra-structural facilities available for them. They lacked basic amenities like water, electricity, drainage toilet and transportation which were essential for healthy living.
- It was observed that the respondents lived in small houses and so no privacy was available for them. A severe financial crisis prevailed among the respondents at regular time period due to their irregularity of work.
- The women construction workers did not have access to welfare facilities available for them
- Age had no bearing on the occupation of the women construction workers. The productivity of labour declined with age.
- Majority of the respondents' children studied only in Government schools, as they could not afford for paying fees in private schools

- Females in construction work were neither economically empowered nor get promotions at work. Most of their incomes are spent on food for the family, while their husbands earning were often spent on consuming alcohol. Women also faced domestic violence due to their spouse's alcoholism.

Most of them said that they had taken up this job due to poverty. Women construction workers were exploited at home as well as at work spot. Women do heavy manual work even till the day of delivery and resumed work very soon; within one to weeks of rest It was observed that they were not practising family planning method. They did not have crèche facilities.

Women often complained of chest pain, respiratory disorders, body ache, fever and problems arising out of carrying wet construction materials on their head. No medical facility was provided by the employer; hence they were compelled to go to Government hospitals. Visits to hospital meant that the labourers had to forego their work as well as the wages for the day. Hence access to medical facilities was minimal. Safety rules were not practised in construction work. The risk involved in construction was very high particularly for women workers who have to climb great heights carrying heavy loads.

Women construction workers did not get a steady income throughout the year. Most of the women were in debt and paid huge interest per year.

As construction work is extremely physically taxing most of the women were young. They joined the work force before they reached their teens. Most of them

stated that they were forced to continue in construction work to earn their living. They were compelled to work because of family circumstances and to supplement the low income of the household. They had to take up what ever jobs were available for them. Women were not paid equal wages. It was significant to note that they had early marriages.

Women construction workers were less educated .The wage rates were lowest for women labour in all construction sites. In most cases they were illiterates; hence they worked as unskilled labourers.

Women construction workers were mostly rural migrants. They migrated towards cities in search of livelihood.

Women construction workers did not practice dowry system. Early marriages were practiced among the women construction workers.

After the discussions on the major findings the researcher will present the suggestions, areas for further research studies, social work practice and conclusion in the last chapter.

CHAPTER – VI

CHAPTER VI

SUGGESTIONS, AREAS FOR FURTHER STUDIES, MODEL FOR SOCIAL WORK PRACTICE AND CONCLUSION

SUGGESTIONS

INTRODUCTION

The researcher has brought forth the following suggestions, as part of the findings of the study. Towards the end of the chapter she has presented a model of intervention, which can be used as a Model, while dealing with women in construction work, This Model is based upon the Empowerment Model which has been based on process approach in social work practice. It is crucial for organizing the unorganized workers towards establishing their rights. The model is thus analyzed based on the process approach.

- Basically construction workers are economically dependent groups. The central and State Governments need to have effective social security measures to safeguard their rights.
- Educational backwardness is one the major factors for social backwardness. It is essential to impart quality education to the women construction workers as enshrined in Art 21 (A) of the constitution.
- Construction workers are prone to occupational hazards including loss of life, due to the dangerous nature of their job. Hence they can be brought under insurance schemes, namely the construction labour welfare schemes to safeguard their life.
- Crèche facilities need to be mandatory in all construction sites, undertaken by both public/ private, sectors.

- Benefit schemes should he made accessible to the women construction workers who are pregnant. Gender disparity is highly prevalent among the construction workers, Women need to be made counterparts to men.
- Minimum wages Act need to be sternly enforced by every authority failing which stringent action need to be taken against the defaulters.
- Safety measures at the work spot need to be enforced strictly as we see repeated fatal fall among the workers at the work site.
- Old age pension need to be guaranteed for elderly construction workers as they find it extremely difficult to work after 50 years.
- Quality education needs to be improved for all the children of construction workers, so as to brighten their families and create better job prospects for the future generation.
- While initiating any construction project a reasonable amount should be allocated for the welfare of the construction workers, so that their health needs are taken care of.
- The construction Welfare Board along with the NGOs working for the women in unorganized sectors need to conduct periodical public hearings on the issues concerning women construction workers.
- Workers need to be registered as members of trade unions to ensure workers rights.
- Social workers need to be appointed as welfare officers by the government construction welfare board in order to ensure that the women construction workers are not exploited.

- The women construction workers need to be provided with technical skills training to enhance their skills thereby enhancing their bargaining capacity in order to improve their quality of life.
- Women construction workers should also be trained on quality management minimizing wasting, time management, movement control and material control, so that they can provide quality service and there by bargain for decent wages.
- Knowledge input needs to be given on the social security schemes available for them, as enshrined in the Right to Information Act , 2005.
- The labour welfare measures should not only be in paper but actually implemented.
- The women's welfare organizations should take up active role in implementing the various welfare schemes related to women construction workers.
- There is an increasing trend in female participation in work force in the informal sectors. Therefore local bodies need to be activated to take up the cause of the women workers. Defaulting builders need to be fined for violating the norms of the construction industry.
- Laws related to women workers in the unorganized sector, need to be implemented effectively.
- The construction worker's board needs to appoint trained counsellors who can render free family counselling services to the women construction worker.
- Women's organizations need to take up the issues of domestic violence faced by women construction workers. The women workers need to be

conscientized about the latest legislations on protecting the safety and rights of women against domestic violence.

- NGOs working in the field of health need to conduct periodical health camps and health awareness programmes that could promote the health condition of women construction workers.
- As alcoholism is a major problem among the husbands of the women construction workers, the Construction Welfare Board should utilize the services of organizations like T.T Ranganathan Clinical Foundation which has special packages for helping the wives of alcoholics. Through such programs the women workers will be effectively trained to deal with their marital family crises.
- All reports of death cases needs to recorded and enquired into by the proper authorities in order to protect the rights of workers and to prevent negligence and exploitation to assess the negligence

AREAS FOR FUTURE RESEARCH

- The study has been done only in the suburban areas of Tambaram Taluk. The study could be conducted through out Tamil Nadu and the whole of India to have a comprehensive data of the unorganized sectors as it is the major sector evolving, to provide job for the marginalized sections of society.
- The study could be further done on a comparative basis in both private sector and public sector undertakings to assess the issues concerning construction work, and thereby by bring about effective policy changes.

- As construction industry plays a dominant role in the I.T. sectors, an intensive study can be done to see if there are violations of safety norms that need to be abided by strictly.
- A comparative study could be done with both the sexes involved in construction work; such a study will highlight the level of exploitation faced by women construction workers.
- A study needs to be conduct to assess the problem of adolescent girls involved in construction work.
- The attitudes of all stake holders involved in the construction industry towards their understanding of the problem of women construction workers needs to the studied so that attitudinal changes can be brought about.
- The study has revealed that majority of the workers are migrants. Hence their migration patterns, their livelihood patterns and their process of adjustment patterns in urban life can be studied.
- Further research is possible in the areas of health and infrastructural status of the women construction workers, because majority of the women workers have been forced to work even when they are very ill.
- Detailed studies need to be done regarding the improvement of the quality of life of women construction workers. It is a field where lot of action needs to be taken. Research based feed back action must be planned to impart vocational education, for developing appropriate skills for women construction workers. More comprehensive studies with large scale sample size can be undertaken.

MODEL FOR SOCIAL WORK PRACTICES

The researcher has adopted the process approach for Social Work Intervention in dealing with issues and concerns for enhancing the quality of life of Construction Workers. The researcher has identified the various steps that need to be initiated to empower the women workers. The process approach leads to empowerment of the women construction workers. This process is also known as the Empowerment Model. Malcolm Payne (2005) has described the Model as follows:

- Empowerment and advocacy relate critical, feminist and anti- discrimination theories, but originate from social democratic practice aiming to enable people to overcome barriers in achieving life objectives and gain access to services.
- Advocacy originates in legal skills and is a role for many caring professions.
- Self-help particularly through group work connects with self-advocacy.
- Advocacy represents people in two different ways: speaking for them, and interpreting and presenting them to those with power.
- Because advocacy promotes social change for groups and their causes, while case advocacy seeks individuals' and families' welfare rights.
- Advocacy on behalf of people with disabilities, particularly learning disabilities, mental illness and physical disabilities was an important source of impetus for an advocacy movement.
- Advocacy and empowerment are connected with self-help and the participation of individuals and communities in decisions that affect them.
- Empowerment aims to achieve the social justice objectives of social work, both in the way it is practiced and its aims.

- Mullender and Ward's self-directed group work is an important practice exemplar of empowerment and participative practice.
- Normalization and social role valorization seek positive environments for people living in institutions, originating in and related to advocacy movements for people with learning disabilities.
- Empowerment theory, deriving from Solomon's ground- breaking work and recently developed by Lee, is closely related to the history of the struggle for equality by marginalized people all around the world.
- Power may not be given to people; they must be helped to take it for themselves.
- There is evidence that group empowerment work with people from deprived communities can increase later citizen participation.

Related contexts for empowerment and advocacy include management theory and practice and conservative political ideology. The management view of empowerment is concerned with motivating individuals and teams to achieve more within organizational objectives by granting them independence from managerial controls. Political empowerment ideology often seeks to place responsibility on individuals for providing for their own need to be cautious about social work implementation of empowerment to avoid similar impositions.

Empowerment and advocacy are aspects of the social work role that have generated practice theories to incorporate into social work practice aspects of radical and critical theories. They try to achieve this without drawing on the Marxist root of radical and critical theory. From the 1970s onwards, advocacy has been incorporated

into general social work practice, particularly in rights work aimed at achieving the maximum welfare and other benefits for users. Empowerment theories arise from the difficulties of radical practice in economically liberal societies. Empowerment practice helps individuals and groups to overcome social barriers to self-fulfillment within existing social structures, thus rejecting the transformational aims of radical and critical theory and the emancipatory aims of feminist and anti-discrimination theory. Lee (2001:34) for example talks about 'interventions to deal with personal pain by taking social forces into account'.

Different forms of advocacy

Early in its development, advocacy was seen as a service to clients.

Freddolinoet al (2004) distinguishes four types of advocacy service to clients:

- Protecting vulnerable people
- Creating support that enhances functioning
- Protecting and advancing claims or appeals
- Fostering identity and control

Self – help and participation

An important area of practice has been to assist self-help groups to develop (Jack, 1995; Wilson, 1995a, b; Thursz et al., 1995; Adams, 2003). Here, workers have supported groups of people sharing the same problems to come together to support one another. New responses to and ideas about appropriate services often arise from these groups. The groups either create the services themselves, or pressurize agencies to change their practices. Mondros and Wilson (1994: 2-5) classify the theoretical work on these activities into four groups, as follows:

- Theoretical debate about the origins of social discontent
- Classifications of community organizations
- Description of poor people's campaign for power.
- Practice wisdom about organizing to help such groups. Malcolm Payne,(2005)

Application of the Process Approach based on the Empowerment Model

Initially the women construction workers need to be sensitized about the imported of forming in to groups, then need to be registered at the district level to get an identity for themselves.

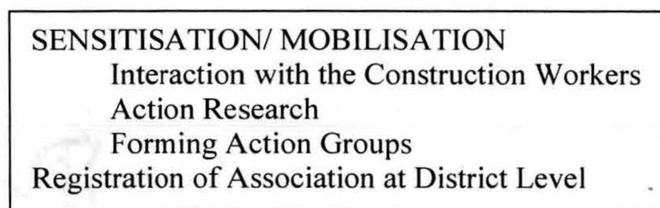
The second step would involve forming net works among them and there by gain wider recognition among Non- Governmental Organization and Governmental Organization for establishing their rights.

The third phase would be the intervention phase which includes lobbying and net working with Non- Governmental Organization and Governmental Organization to work for their development.

The fourth phase would be leading them in to the empowerment phase where by the women construction workers would take up the issues related to their development. These processes have been diagrammatically presented below.

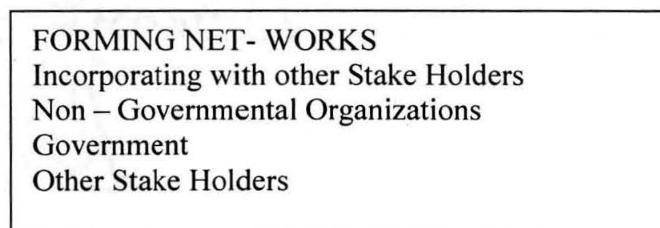
Diagrammatic presentation of the Process Approach

Phase 1:



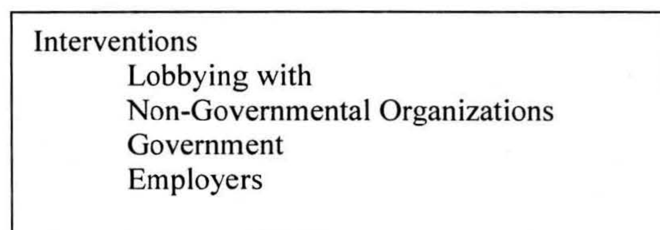
Phase 2:





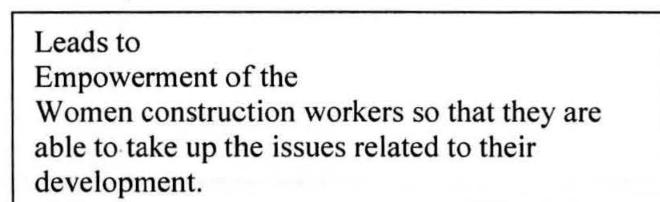
Phase 3:





Phase 4:





CONCLUSION

The study throws a deeper insight into the plights of the marginalized women workers poor, who have migrated from rural areas in search of livelihood. Unless, India adopts an effective policy, to safeguard the rights of women workers, there are higher chances of influx of migrant labourers migrating to the city, owing to lack of effective employable skills in the rural sectors. They eventually end up in unskilled work earning a pittance amount to eke out their livelihood; they need to struggle hard to keep their fires burning. There are no proper implementations of social security schemes for the women construction workers. As age increase their employment opportunities decline.

In their family life, the women construction workers problems like domestic violence, denial of basic rights and shouldering the dual role as breadwinner and home makers. The researcher hopes that the findings of this study will not only pave the way for further studies in this area, but also help in interventions that will improve the quality of life of women construction workers.

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ANNEXURE

I. A STUDY ON WOMEN CONSTRUCTION WORKERS IN MOFUSSIL AREAS IN TAMBARAM TALUK

SERIAL NO -1

1. Name
2. Address
3. Age
4. Religion ☐ Hindu ☐ Christian ☐ Muslim ☐ Others
5. Caste ☐ FC ☐ BC ☐ MBC ☐ SC/ST
6. Education ☐ Illiterate ☐ Primary ☐ middle ☐ Sec ☐
7. Marital Status M W
8. Mother Tongue ☐ ☐
9. Occupation ☐
10. Income per day
11. No. of days earning days / month

II. FAMILY CONSTELLATION

S.No	Relationship to the Respondents	Age	Sex	Education	Occupational & Income	Marital Status	Other remarks

III. BASIC AMENITIES.

	1	0
1. Water	Yes	No
2. Electricity	Yes	No
3. Drainage	Yes	No
4. Housing	Yes	No
5. Toilet	Yes	No

IV. PHYSICAL INFRA- STRUCTURAL FACILITIES.

1. Do you own a house? If yes, what type of house?

1 Concrete	2 Tiled	3 Thatched

2. Duration of Stay?
3. Which is your native place?
4. If migrated ,from which places have you migrated?
5. Reasons for migration?
6. Duration of migration. Specify the duration of migration.

V. HEALTH STATUS OF THE RESPONDENTS

1. What are major illnesses faced by you and your family members?

   1. Breathing 2. Chest pain 3. If any other please specify.

2. Source of treatment 1. Government Hospital 2. Private hospital 3. P.H.C

3.Traditional local practitioner.

4. If you do not have money, how you do meet the medical expenses?

   By borrowing from 1. Friends 2. Relatives 3. Neighbours 4. Owners. 5. Any other Specify.

5. Do you have proper sanitary facilities? If No why?

   a. No money b. lack of government approval c. Any other.

6. When disease occurs do you get immediate medical care?

   a. Lack of money b. Lack of health care facilities c. Not bothered

   d. Any other

7. Do you go for work during your pregnancy does you still go for work? Yes /No.

If yes reason?

   a. Lack of money b. Compulsion c .For normal delivery d. any other

8. If, at home who will take care of the delivery?

   a. Trained Dais b. Untrained Dais c. Any other

9. Do you go for regular medical checkup during pregnancy and after delivery?

   Yes / No?

10. How long do you take rest after delivery?

11. Have you adopted any family planning method?

12. If Yes what method? Specify

   a. Temporary b. Permanent.

VI. EDUCATIONAL DETAILS OF THE RESPONDENT'S CHILDREN

1. Were are your children studying?

2. Frequency of your children's regularity in going to school.

   1. Irregular 2. Partially regular 3. Regular

3. If no what are the reasons for it?

4. Do you have time to send your children to school?

5. How is their academic performance?

   1. Very satisfied 2. Moderately satisfied 3. Not satisfied

6. If not studying, specify the reasons for not studying.

   1. Lack of motivation 2. Lack of finance 3. Not able to cope with studies

   4. Due to our Job conditions 5. If any other specify.

7. Do you think your children would be practising the same job?

   If, Yes what are the reasons you feel for your wards having taken up the same job.

   1. Illiteracy, 2. Unemployment, 3. Poverty, Ignorance, 5. Lack of opportunity.

8. What are the remedial measures?

9. What are the other steps would you take to motivate their learning?

10. Do you compel your children to study?

11. Does your husband take interest in caring for the children?

12. Do you feel that you are giving appropriate time for the welfare of children?

    1. To a large extent, 2. To some extent 3. No

13. When you go to work, where do you leave your children?

    How do you manage the Situations?

    1. They take care on their own 2. I take the children to the work spot. 3. I avail

Crèche facilities 4. I leave in my mother's place. 5. I leave in my in – laws Place.

14. Opinions of the Respondents of their children for not taking the same job.

What steps you would take to avoid such situations

- I will not take to the site areas.
- I would not describe the job to my children.
- I would not train them in the same line.
- I would see that I would not encourage my children to take up such jobs.

VII (A) Nature of work of the respondents

1. What is the nature of your work? Specify in detail.
2. What is the reason for choosing the Job 1? Ancestral job 2. I know only this job 3. Just available 4. Any other specify.
3. When did you start working in this job?

   Were you working in any other job before? If Yes where and how long?
4. Who are the other members involved in construction working in your family?

   1. Husband 2. Daughter in law 3. Son / daughter 4. Any other relative.

5 Do you feel it is a dangerous job?

6. Do you think it is a hard job? Yes / No?

7. Specific difficulties encountered in the job:

- Physical

1. Injury 2. Head ache 3. body pain 4. Eyesight

- Health hazards:

1. Respiratory 2. Chest pain 3. Spinal cord 4. T.B 5. Dust / Allergic 6. Gastro

intestinal disorders 7. Ulcer 8. Gynecological

Timings per day:

8. Income per day approximately:

9. What is the reason to continue to do the same job?

- Steady income
- House nearby
- Ancestral
- Poverty
- Lack of education
- Any other

10. Mode of payment? 1. Daily 2. Weekly 3. Monthly
11. Is there any record maintained for accounting salary?
12. Who pays you the wages?
13. How many days do you work in a week?
14. How much do you earn in a month? Ranging from specify approximately.
15. Do different employers offer you different / wages? Specify in details.
16. Do you get equal wages for equal work if yes, specify, if no, specify with men.
17. When you work overtime do you get extra wages?
18. What is the safety measures provided in the work spot?
19. Treatment facilities available?
20. Do you face sexual harassment in the work spot? If so specify in details?
21. What do you do during the off- seasons?

1. Domestic work 2. Coolie work 3. Pledged jewels 4. Go back to agricultural labour.

VII (B) JOB SATISFACTION AMONG THE RESPONDENTS

1. Are you satisfied with your present job? Yes/ No?

    1 a. if, yes

    b. Enough income

    c. Not much hazard

    d. Consistent availability

    e. Any other, specify.

    1 b. If, No

    a. Lack of income

    b. Legally not approved

    c. any other, specify

2. Are there any job discrimination between men & women?

    Yes / No?

3. If Yes explain the same

    a. Work allocation

    b. Wages / working hours / any other specify4. If no, on what grounds do you enjoy equality?

    a. Work descriptions free time

    b. Wage / working

    c. Free time any other hours specify

4. Given a chance would you go for an alternative job?

5. Has machinations hampered your work? If so?

    1. Financially 2. Job insecurity 3. Any other

6. Relationship with colleagues

    1. Very cordial 2. Close 3. Hostile

7. Does your employer help you in times of difficulties?

   If yes in what ways?

   a. Help in means of marital dispute.
   b. Help in means of moral support
   c. Help in means of financial support
   d. Any other, please specify.

8. What Types?

   a. Head injury
   b. Leg / hand injury
   c. Death
   d. Any other, Please specify

9. Has any accident occurred in your work spot?

VIII. DETAILS OF DEBT AND BORROWING PATTERNS AMONG THE RESPONDENTS:

1. Do you have debt? Yes 1/ No 0, if Yes What are the sources of borrowing
2. Amount of Debt? Payment of interest.
3. Mode of repayment?
4. Reasons for borrowing?

IX. MARITAL HISTORY

1. What was your age at marriage?

   Is it Arranged / Love / Both / Registered

2. Did you marry from your own Relation?

   If so specify the relationship?

3. How many children do you have?
4. Are you at presently living in nuclear or joint family?

A. If joint, how long b. If nuclear, how long – specify.

5. Was dowry given or demanded at the time of marriage? If yes, can you specify in detail?

6. Do you have in – laws?

7. Whether they are staying with you? Yes / No

8. Do you have any bad habits?

   a. Pan chewing b. Beetle chewing c. Lottery d. others.

9. Does your husband have any bad habits?

   a. Drinking b. extra marital affairs c. Smoking d. gambling e. others.

10. How do you spend your time apart from working?

11. Does your husband abuse you in any way?

    a. Physically, b. verbally, c. psychologically d. specify

12. Do you feel you are sexually satisfied?

13. Does your spouse sexually harass you?

14. Is there privacy at home?

IX (b).Level of stress 1. (Low) 2. (Moderate) 3. (Good) 4. (High)

X. DECISION – MAKING PATTERNS IN THE FAMILY

1. Are you involved in decision making at home?

   a. Personal b. Finance c. Economical d. Social.

2. Can you spend your money independently?

3. Is your family budget drawn by?

   a. You alone b. Both c. in-laws

4. Do you feel that you are given enough dignity & respect in your family?

5. Does your spouse treat you with respect & dignity?

6. Does he understand your difficulties faced in playing dual role?

7. What type of conflict you face at home? Mention a. Domestic Violence b. Misunderstanding c. Alcoholism d. extra -marital Relationship

. Sexual harassment f. financial matters h. Specify any other

8. Do you have the confidence in dealing with conflicts at home?

9. Are you aware of various resources available for dealing with women's problems?

And issues?

10. How do you approach the problem in the time of crises?

1. Self 2. Friends / Neighbours 3. My relatives 4. His relative's 5. Any other Specify.

XI.KNOWLEDGE OF WELFARE SCHEMES AMONG THE RESPONDENTS

1. Are there welfare facilities?
2. Are you member of any association?
3. Do you feel we need for such membership? Yes / No
4. Are you aware of the laws governing you? Yes / No

XII. AWARENESS OF THE WELFARE SCHEMES AMONG THE RESPONDENTS

1. Maternity benefit act scheme
2. Educational scheme
3. Old age pension scheme
4. Compensation for loss of death at work
5. Crèche facilities for children

6. Leave facilities

7. Formation of union

8. Widow pension schemes, if any other specify?

9. Marriage benefits scheme

XIII a. EXPECTATIONS OF RESPONDENTS TOWARDS GOVERNMENTAL WELFARE MEASURES:

1. What is the minimum wage per day, per person would you expect?
2. Do you favour, if the govt. legalize wages for day as Rs. 100 /- (Female) Irrespective of the sector: Yes / No
3. Do you favour the life insurance scheme: Yes / No
4. Do you favour one job per family? (full year / 100 days at least)
5. Do you expect life insurance from the govt. Rs. 1 /- per day for daily wages causes? Yes / No

   If yes, please specify the amount:
6. How much amount do you expect in case of accidents, death or Old age.

   1. 1 lakh 2. Rs. 75,000 3. Rs. 50,000
7. What is the striking reason for your present suppressed position?

Fate	Lack of Education	Poverty	Caste
Place of Birth	Parents	Husband	Compulsion / Situation
NO SKILLS			

XIV. AWARENESS ON WOMENS' RIGHTS

1. At what age do you encourage marriage for girls?

2. Is practicing Dowry need to be abolished? Do you agree that there should be no child labour? Do you feel girl children need to be educated?
3. Do you agree that you have to be in Unions?
4. Do you agree that both male and female are entitled to equal wages? What is minimum wages for you?
5. Do you agree to join in women's organization? Do you like to stand for election if given a chance? What is your opinion on increase of all prices of all consumer items?
6. Do you agree that globalization has affected your work? Yes / No
7. Do you know the exact legal age of marriage for male / female?
8. Do you agree that sexual exploitation is a crime? Yes / No

XV. HUMAN RIGHTS PERPECTIVES OF THE RESPONDENTS

1. What do you understand by Human Rights
2. Do you face sexual harassment at home?
3. Do you face discrimination at home?
4. Do you get equal wages?
5. Do you have crèche facilities? Yes / No
6. Do you experience domestic violence? Yes / No
7. Do you have medical facilities? Yes / No
8. Are you treated with dignity of respect at work place? Yes / No
9. Do you express your rights whenever you are exploited at work place? Yes / No
10. Do you have voting right? Yes / No
11. Do you have ration card? Yes / No

12. Are you discriminated on the basis of caste? Yes / No

13. Do you have job security? Yes / No

XVI. FUTURE ASPIRATION

1 What are you future aspirations for your children and of yourself?

பெண் கட்டிட தொழில் புரிபவர் பற்றிய ஒரு ஆய்வு

அன்புள்ள மனுதாரர்

ஒவ்வாரு தொழில் செய்வோரும் ஒவ்வொரு விதமான வாழ்க்கை தரத்தை அமைத்துக்கொண்டு வாழ்கிறார்கள் நான் கட்டிட பெண் தொழிலாளர்களின் வாழ்க்கை தரம் எந்த நிலையில் உள்ளது என்பதற்கு ஒரு ஆய்வு செய்ய அதற்கான அளவுகோளை நிர்ணயிக்க ஒரு சில கேள்விகளை கேட்டு உள்ள வாழ்க்கை நிலையை பற்றி அறிய விரும்புகிறேன். இதற்கு உங்கள் ஒத்துழைப்பு மிகவும் அவசியம் இந்த கேள்வியை யோசித்தோ மாற்றி சொன்னால் நன்றாக இருக்கும் என்று சொல்ல தேவையில்லை சதாரண நிலையில் சொல்லலாம் இது உங்களுக்கும் எனக்கும் உதவியாக இருக்கும்.

I. பேட்டியாளர் குறிப்பு

1. பெயர்
2. விலாசம்
3. வயது
4. மதம்
5. ஜாதி
6. கல்வித் தகுதி
7. திருமண தகுதி
8. தாய்மொழி
9. தொழில்
10. பதவி
11. வருமானம்

II. பேட்டியாளருடன் குடும்பம் குறிப்பிடு

எண்	உறவு முறை	வயது	பால்	கல்வித் தகுதி	தொழில் வருமானம்	திருமண தகுதி	இதர விவரம்

III. அடிப்படை வசதிக் குறிப்புகள்

1. தண்ணீர் - ஆம் / இல்லை
2. மின்சாரம் - ஆம் / இல்லை
3. கால்வாய் - ஆம் / இல்லை
4. வீடு வசதி - ஆம் / இல்லை
5. கழிவரை - ஆம் / இல்லை

IV. அடிப்படை வசதிகள் :

1. உங்களுக்கு சொந்த வீடு உண்டா? வீட்டு வகையை குறிப்பிடு:

   (a) கட்டிடம் (b) ஓடு (c) குடிசை

2. எவ்வளவு காலமாக தங்கியிருக்கறீர்கள்?
3. உங்கள் பிறந்த இடம் எது?
4. நீங்கள் எந்த ஊரிலிருந்து இங்கு வந்தீர்கள்?
5. எந்தக் காரணத்திற்காக இங்கு வந்தீர்கள்?
6. எவ்வளவு காலத்திற்கு இங்கு வசிப்பீர்கள்?

V. உடல்நலக் குறிப்புகள் :

1. உங்களுக்கும் உங்கள் குடும்பத்திற்கும் ஏற்படும் நோய்கள் யாவை?

   (a) சுவாசித்தல் (b) இதய நோய் (c) வேறு ஏதேனும்

2. சிகிச்சை பெறும் இடங்கள் :

(a) அரசு மருத்துவமனை (b) தனியார் மருத்துவமனை (c) ஆரம்ப சுகாதார நிலையம்

3. பணம் இல்லையெனில் எவ்வாறு மருத்துவச் செலவை சந்திப்பீர்கள்?

(a) நண்பர்களிடம் (b) உறவினரிடம் (c) சுற்றத்தார் (d) முதலாளி

4. பொது சுகாதார வசதி உண்டா?

5. உடல்நலக் குறைவு ஏற்படும்போது உடனடி மருத்தவ நிவாரணம் உண்டா? இல்லையெனில் அதற்கு காரணம் உண்டா?

(a) பணமில்லாமை (b) உடல்கவனிப்பு இல்லை (c) யாருக்கும் கவலையில்லை (d) வேறு ஏதேனும்

6. பேறு காலத்தின்போது வேலைக்குச் செல்வீர்களா?

(a) பணமில்லாமை (b) வற்புறுத்தல் (c) சுலபமான பிரசவத்திற்காக (d) வேறு ஏதேனும்

7. வீட்டில் இருந்தால் உங்களுக்கு யார் பிரசவம் பார்ப்பார்கள்?

(a) பயிற்சி பெற்ற செவிலியர்கள் (b) பயிற்சி பெறாத செவிலியர்கள் (c) வேறு யாரேனும்.

8. பிரசவத்திற்குப்பின் முறையான மருத்துவ ஆலோசனை பெறுவீர்களா?

9. உண்டென்றால் :

(a) பிரசவத்திற்கு முன் (b) பிரசவத்திற்கு பின் (c) பிரசவத்தின்போது

10. பிரவத்திற்குப்பிறகு எவ்வளவு காலம் ஓய்வு எடுப்பீர்கள்?

11. நீங்கள் குடும்ப கட்டுப்பாட்டு முறையை பயன்படுத்துவீர்களா?

12. அப்படியென்றால் எந்த முறை : (b) தற்காலிகம் (c) நிரந்தரம்

VI. பேட்டியாளரின் குழந்தைகளின் கல்வி நிலைக் குறிப்பு :

1. உங்கள் குழந்தைகள் எங்கே படிக்கிறார்கள்?

2. குழந்தைகள் பள்ளிக்குச் செல்லும் முறை :

(a) அடிக்கடி (b) ஓரளவு (c) முறையாக

3. குழந்தைகள் படிக்கவில்லை என்றால் அதற்கு காரணம் என்ன?

4. உங்கள் குழந்தைகளை பள்ளிக்கு அனுப்ப உங்களுக்கு நேரம் உண்டா?

5. குழந்தைகளின் கல்வியில் மதிப்பெண் பெறும் தன்மை?

(a) திருப்தி (b) ஓரளவு திருப்தி (c) திருப்தியில்லை

6. படிக்கவில்லை என்றால் அதற்கு காரணம் என்ன?

(a) படிப்பில் நாட்டாமில்லாமை (b) பணமின்மை (c) கற்கும் திறன் இல்லாமை

(d) எங்களின் வேலை சூழ்நிலை (e) வேறு ஏதேனும்

7. உங்கள் குழந்தைகளும் அதே தொழிலை மேற்கொள்வார்கள் என்று நினைக்கிறீர்களா? அதற்கு காரணம் என்ன?

(a) கல்வியின்மை (b) வேலையின்மை (c) வறுமை

(d) அறியாமை (e) வாய்ப்பில்லாமை

8. தீர்வு காணும் நிவாரண முறை என்ன?

9. அவர்களை உற்சாகப்படுத்த எந்த முறையைக் கையாளுவீர்கள்?

10. உங்கள் குழந்தைகளை படிக்க வற்புறுத்துவீர்களா?

11. குழந்தைகளின் பராமரிப்பில் உங்கள் கணவருக்கு அக்கறை உண்டா?

12. குழந்தைகளின் பராமரிப்பிற்கு உங்களின் நேரத்தை செலவிடுவீரா?

(a) போதுமான அளவு (b) ஓரளவு (c) இல்லை

13. நீங்கள் வேலைக்குச் செல்லும் குழந்தைகளை எங்கு வீடுவீர்கள்? (சூழ்நிலையை எவ்வாறு சந்திப்பீர்கள்)

(a) அவர்களே அவர்களைப் பார்த்துக் கொள்வார்கள்

(b) என் குழந்தைகளை வேறு இடத்தில் எடுத்துச் செல்வேன்

(c) குழந்தைகள் காப்பகத்தை பயன்படுத்துவேன்

(d) அம்மா வீட்டில் விடுவேன் (e) மாமியார் வீட்டில் விடுவேன்

14. குழந்தைகள் அதே தொழிலை எடுக்காதபடி இருக்க நீங்கள் எடுக்கும் முயற்சி என்ன?

(a) வேலை செய்யுமிடத்தில் எடுத்துச் செல்லமாட்டேன்

(b) வேலையைப் பற்றி அவர்களுக்கு விவரிக்க மாட்டேன்

(c) அதே தொழிலை எடுக்க நான் பயிற்சி அளிக்க மாட்டேன்

(d) அதே தொழிலை எடுக்க நான் அவர்களுக்கு உற்சாகம் அளிக்க மாட்டேன்.

VII(a) வேலை புரியும் சூழ்நிலைகள் :

1. உங்கள் வேலையின் தரத்தைக் குறிப்பிடுக?

2. இந்த வேலையை தேர்ந்தெடுத்ததின் காரணம்.

(a) பரம்பரை தொழில் (b) தெரிந்த ஒரே வேலை (c) அதுதான் கிடைத்தது.

3. இந்த வேலையில் சேர்ந்த காலவரத்தைக் குறிப்பிடுக.

4. இதற்குமுன் வேறு எங்கேனும் வேலை செய்தீர்களா?

5. உங்களோடு சேர்ந்து உங்கள் குடும்பத்தில் யாரேனும் பணிபுரிகிறார்களா?

6. அது ஒரு ஆபத்தான வேலை என்று நினைக்கின்றீர்களா?

7. அது ஒரு கடினமான வேலை என்று நினைக்கின்றீர்களா?

8. நீங்கள் பணிபுரியும் இடத்தில் என்ன பிரச்சனையை சந்திக்கின்றீர்கள்? அப்படியெனில் கால நேரம் குறிப்பிடவும்?

9. இதே வேலையில் தொடர என்ன காரணம்?

(a) நிரந்தர வருமானம் (b) வீடு அருகே உள்ளது (c) திறமையின்மை

(d) பரம்பரை (e) கல்வியின்மை (f) மற்றும் இதர

10. கூலி வாங்கும் முறை என்ன?

(a) தினமும் (b) வாரம் (c) மாதங்கள் (d) திறமையின்மை

11. சம்பளம் பெறும் போது ஏதேனும் அத்தாட்சி உண்டா?

12. உங்கள் சம்பளம் யார் தருவார்கள்?

13. குறைந்தது ஒரு மாதம் எவ்வளவு வருமானமம் பெறுவீர்கள்?

14. ஒவ்வொரு தொழில் அதில் தரும் ஊழியம் குறிப்பிடுக.

15. சிறிய ஊதியம் உண்டா?

16. ஆண்களுக்கு இணையாக சம ஊதியம் உண்டா?

17. ஓவர்டைம் செய்தால் அதிக ஊதியம் உண்டா?

18. வேலை செய்யும் இடத்தில் பாதுகாப்பு உண்டா?

19. வேலை செய்யும் இடத்தில் மருத்துவ வசதி உண்டா?

20. பாலியல் வன்முறையினை வேலை செய்யுமிடத்தில் சந்திக்கின்றீர்களா?

21. மற்ற வேலை இல்லாத காலங்களில் என்ன பணி செய்வீர்கள்?

VII.(b). தொழில் திருப்தி :

1. நீங்கள் தற்போது புரியும் பணியில் திருப்தி உண்டா? ஆம் / இல்லை

   (a) ஆம் என்றால் காரணம் போதிய வருமானம்

   (b) பாதுகாப்பு உண்டு

   (c) வாய்ப்பு தொடர்ந்து இருக்கிறது.

   (d) ஏதேனும் குறிப்பிடுக.

2. ஆண் / பெண் வேறுபாடு தொழிலில் உண்டா?

3. ஆம் எனில் விவரி?

   (a) தொழில் தருதல்

   (b) ஊதியம் பணிபுரியும் நேரம்

4. இல்லையெனில் எந்த முறை நிகர் சலுகைகள் பெறுகிறீர்கள்?

   (a) வேலை (ஓய்வு நேரம்)

   (b) ஊதியம் (வேலை)

(c) ஓய்வு நேரம் வேறு ஏதேனும் குறிப்பிடவும்.

5. வேறு வேலை செய்ய வாய்ப்பிருந்தால் செய்வீர்களா?

6. இயந்திரம் வந்ததினால் உங்களுக்குப் பாதிப்பு உண்டா?

7. தொழில் அதிபரோடு உங்கள் நட்பு முறை - மிகவும் நன்று / பகைமை / நெருங்கிய உறவு / ஏதேனும்.

8. உங்கள் துன்ப வேளையில் அதிகாரியின் உதவி உண்டா?

9. ஆம் என்றால் எந்த வகையில்?

(a) குடும்ப பிரச்சனையில்

(b) மனோரீதியான ஆதரவு

(c) பொருளாதார உதவி

(d) மற்றும் ஏதேனும்

10. வேலையில் விபத்துக்கள் ஏற்படுவது உண்டா?

VIII. கடன் பெறும் குறிப்பு :

1. கடன் உண்டா? ஆம் / இல்லை. ஆம் எனில் யாரிடத்தில் வாங்குவீர்கள்.

2. கடன் வாங்கிய தொகை, திருப்பிச் செலுத்துவதில் வட்டி முறை

3. திருப்பிச் செலுத்தும் முறை

4. கடன் வாங்கியதற்கான காரணம்.

IX. திருமண வரலாறு :

1. திருமணமாகும் போது உன் வயது என்ன? விவரி?

2. சொந்தத்திலையே திருமணம் செய்து கொண்டீர்களா?

3. உங்களுக்கு எவ்வளவு குழந்தைகள் உள்ளன?

4. தற்போது நீங்கள் தனிக்குடித்தனம் நடத்து கிறீர்களா?

5. திருமணத்தின்போது வரதட்சனை கொடுத்தீர்களா?

6. உங்களுக்கு கணவர் வீட்டு உறவினர்கள் இருக்கிறார்களா?

7. உங்களுக்கு எதாவது கெட்டப்பழக்கம் உள்ளதா?

8. உங்கள் கனவருக்கு எதாவது கெட்டப்பழக்கம் உள்ளதா?

9. வேலை செய்யும் நேரம்போக மற்ற நேரத்தை எவ்வாறு செலவிடுவீர்கள்?

10. உங்கள் கணவர் உங்ளை கொடுமைப்படுத்துவாரா? உடல், சொல், மனம்

11. நீங்கள் தாம்பத்திய வாழ்க்கையில் திருப்தி உண்டா?

12. உங்கள் கனவர் உங்களை பாலியல் கொடுமைப்படுத்துவரா?

13. உங்களுக்கு குடும்பத்தில் சுயமரியாதை உண்டா?

X. குடும்பத்தில் முடிவெடுக்கும் தன்மைகள் :

1. குடும்பத்தில் நீங்கள் எடுக்கும் முடிவில் உங்களுக்கு பங்கு உண்டா? அப்படியெனில் எந்ததெந்த விதத்தில். குறிப்பிடவும்.

2. உங்களது பணத்தை செலவழிக்க உங்களுக்கு உரிமை உண்டா?

3. குடும்ப வரவு செலவு கணக்கில் நீங்கள் பங்கெடுப்பீர்களா?

(a) நீங்கள் மட்டுமா (b) சேர்ந்து (c) கணவர் வீட்டார்

4. குடும்பத்தில் உங்களுக்கு போதிய மதிப்பு மரியாதையும் இருக்கிறதா?

5. உங்கள் கணவர் உங்களை மதிப்பும் மரியாதையுடனும் நடத்துவாரா?

6. உங்கள் கணவர் உங்கள் இரு பங்கு குறித்து புரிந்து கொள்வாரா?

7. உங்கள் குடும்பத்தில் என்னென்ன பிரச்சனைகள் சந்திக்கின்றீர்கள்?

(a) குடும்ப வன்முறை (b) கருத்து வேறுபாடு (c) குடிப்பழக்கம்

(d) மற்ற தொடர்பு (e) பாலியல் வன்முறை (f) பொருளாதாரப் பிரச்சனை

வேறேதேனும் குறிப்பிடு.

8. குடும்பப் பிரச்சனையைச் சந்திக்க உங்களுக்கு தன்னம்பிக்கை உண்டா?

9. நீங்கள் பெண்கள் பிரச்சனையைத் தீர்வு காணும் இடங்களைப் பற்றி அறிவீர்களா?

10. உங்கள் பிரச்சனையை எவ்வாறு சந்திப்பீர்கள்?

(a) சுயமாக (b) நண்பர்கள் / சுற்றத்தார் (c) உங்கள் உறவினர்கள்
(d) கணவரின் உறவினர்கள் (e) மற்றவர் யாரேனும் குறிப்பிடுக.

XI. நலத்திட்டங்கள் குறித்து உங்களின் கருத்து :

1. உங்களுக்கு நலத்திட்டங்கள் உண்டா?

2. ஏதேனும் அமைப்பில் உறுப்பினராக இருக்கின்றீர்களா?

3. உறுப்பினராக இருக்க விரும்குகிறீர்களா?

4. உங்களை ஆளும் சட்டத்தைப் பற்றித் தெரியுமா?

5. உங்களுக்கு வேலையில் திருப்தி உண்டா?

XII. நலத்திட்டங்கள் குறித்து உங்களின் விழிப்புணர்வு :

1. மகப்பேறு திட்டம்
2. கல்வித் திட்டம்
3. முதியோர் திட்டம்
4. விபத்தின் அடிப்படையில் நஷ்டஇடு
5. குழந்தைகள் காப்பகத் திட்டம்
6. விடுப்பு வசதிகள்
7. சங்கம் அமைத்தல்
8. விதவை திட்டம்
9. திருமண நலத் திட்டம்

XIII. அரசாங்கத்திடம் போட்டியாளர்கள் எதிர்பார்க்கும் நலத்திட்டங்கள் :

1. குறைந்த பட்ச ஊதியம் எவ்வளவு எதிர்பார்ப்பீர்கள்?

2. அரசாங்கம் உங்கள் வேலையை நிரந்தரமாக்க வேண்டும் என்று எண்ணுகிறீர்களா?

3. வாழ்வு பாதுகாப்புத் திட்டம் வேண்டுமா? ஆம் / இல்லை

4. ஒரு குடும்பத்துக்கு ஒரு வேலை எதிர்பார்க்கிறீர்களா?

5. வாழ்வு பாதுகாப்புத் திட்டத்தில் அரசாங்கதிடம் ரூ.1/- செலுத்தக் காரணம்.

6. விபத்தில் அல்லது மரணத்தருவாயில் நீங்கள் எவ்வளவு தொகை எதிர்பார்க்கிறீர்கள்?

7. தற்போதைய பாதிக்கப்பட்ட சூழ்நிலைக்கு காரணம்.

(a) விதி (b) கல்வியின்மை (c) ஜாதி (d) பிறப்பிடம் (e) பெற்றோர்

(f) கணவர் (g) கட்டாய சூழ்நிலை (h) திறமையின்மை

XIV. பெண்களின் உரிமை குறித்த பேட்டியாளரின் விழிப்புணர்வு :

1. பெண்களுக்கு பொதுவான திருமண வயது என்ன?
2. வரதட்சனை வாங்குவது தவறா?
3. குழந்தை தொழிலாளர்கள் பழக்கத்தைத் தவிர்க்க நினைக்கிறீர்களா?
4. உங்களுக்கு சங்கம் தேவை என்று எண்ணுகிறீர்களா?
5. உங்களுக்கு குறைந்தபட்ச ஊதியம் எவ்வளவு?
6. பெண்கள் சங்கம் சேர வேண்டும் என்று நினைக்கிறீர்களா?

தேர்தலில் போட்டியிட வாய்ப்பு கிடைத்தால் அதை ஏற்றுக் கொள்வீர்களா?

விலைவாசி உயர்வைப் பற்றி நீங்கள் என்ன நினைக்கிறீர்கள்?

உலகமயமாக்கல் முறையால் உங்களுக்கு பாதிப்பு உள்ளதா?

7. ஆண் / பெண் - சட்ட ரீதியாக திருமணம் செய்யும் வயது என்ன?

8. பாலியல் வன்முறையினை நீங்கள் கிரிமினல் குற்றமாகக் கருதுகிறீர்களா?

XV. மனித உரிமைகள் பற்றிய பேட்டியாளர்களின் கருத்து :

1. மனித உரிமை என்பது என்ன?

2. வீட்டில் நீங்கள் பாலியல் வன்முறைக்கு ஆட்பட்டதுண்டா?

3. குடும்பத்தில் உங்களுக்கு மற்றவர்களுடன் வேற்றுமை உண்டா?

4. சரியான சம சம்பளம் கிடைக்கிறதா?

5. குழந்தைகள் காப்பக வசதி உண்டா?

6. நீங்கள் குடும்ப வன்முறைக்கு உட்படுத்தப்பட்டீரா?

7. உங்களுக்கு மருத்துவ வசதி இருக்கிறதா?

8. நீங்கள் வேலை செய்யுமிடத்தில் உங்களை மதிக்கின்றார்களா?

9. உங்களின் உரிமையை நீங்கள் வேலை செய்யுமிடத்தில் வெளிப்படுத்துவீரா?

10. உங்களுக்கு வாக்குரிமை உண்டா?

11. குடும்ப அட்டை உண்டா?

12. ஜாதியின் அடிப்படையில் நீங்கள் வேறுபடுத்தப்படுகிறீர்களா?

13. வேலையில் உங்களுக்குப் பாதுகாப்பு உண்டா?

XVI. எதிர்கால எதிர்பார்ப்புகள்

1. உங்களுக்கும் உங்கள் குழந்தைகளுக்கும் உங்களின் வருங்கால திட்டங்கள் என்ன?

II. Marital Satisfaction Scale

Brunda Amritharaj & Indira Jai Prakash (1985).

Given below are a number of question related to different aspects of married life. Please read each statement and choose one of the responses given below the statement. There is no right or wrong answer. Be frank and choose an answer that best describes your feelings, experience and thoughts. Your answers will be kept confidential.

1. Do you and your partner have friends in common?

   a. None b. A few c. Many

2. Do you feel that your partner understands you?

   a. Yes, many times b. At times c. No

3. Do you visit friends and relatives together?

   a. Rarely b. Occasionally c. Always

4. Do you engage in outside hobbies and interest together?

   a. Always Often b. Occasionally c. Rarely

5. Are you needs being fulfilled in your married life?

   a. Very few b. Some of them c. Many of them

6. Do you like your partner's friends?

   a. Most of them b. Some of them c. None of them

7. Do you share with your partner the responsibility of looking altering your child / children?

   a. Never share b. occasionallyc. Often/ always

8. Are there things done by your partner which you dislike?

   a. A few b. some c. Many

9. Does your partner actively try to make married life more harmonious?

a. Never, not botheredb. At times c. always

10. Do you derive satisfaction from sexual relations with your partner?

a. Often, always b. At times c. rarely

11. Do your parents – in – law have a holdover your partner?

a. No b. At times c. Yes

12. Do you get as much affection from your partner as you desire?

a. Yes b. Cannot Say c. Yes

13. If you could live your life all over again, would you like to marry the same person to whom you are married now?

a. No, never b. cannot say c. Yes

14. Are you frank regarding sexual matters with your partner?

a. Often, always b. occasionallyc. rarely, never

15. When you compare your family life with those of other do you feel disturbed?

a. Never b. Sometimes c. Often

16. Have you ever wished you were not married?

a. Very often b. occasionallyc. No, never

17. Has your partner been unfaithful to you?

a. Never b. cannot say c. Often

18. Do you feel that your partner cares more for his / her relatives than for you?

a. Very often b. At times c. often, always

19. Have you ever wished you were married to some one else?

a. Never b. At times c. often

20. Do you confide your personal problem with your partner?

a. Rarely b. Sometimes c. Always

21. Do you have frictions with your partners over the use of money?

a. Rarely b. Sometimes c. often, always

22. Do you agree with your partner on essential matters related to your children (e.g. Their schooling, career, friends, marriage, etc.)

a. Disagree often b. Agree sometimes c. Agree most of the times

23. Has your partner ever caused physical harm or injury to you?

a. Never b. occasionallyc. often

24. Have you ever caused physical harm or injury to your partner ?

a. Never b. occasionallyc. often

25. Is your partner sensitive to your sexual needs and satisfaction?

a. Not sensitive b. At times c. always sensitive

26. Do you feel that your partner depends on you rather than his / her relatives for advice on the family matters?

a. Depends b. cannot say c. Depends

27. Do you feel that your partner depends on others rather than you for advice on family matters?

a. Depends b. cannot say c. Depends

28. Have you had disagreements with your partner about having children?

a. often b. At times c. Never

29. Have you ever felt like leaving or divorcing your partner?

a. often b. At times c. Never

30. Considering everything, would you say that your married life is..

a. Not satisfactory b. Neither satisfactory nor unsatisfactory c. Very satisfactory.

Scoring Key

Item	A	B	C	Item	A	B	C
1	0	1	2	16	2	1	0
2	2	1	0	17	0	1	2
3	0	1	2	18	2	1	0
4	2	1	0	19	0	1	2
5	0	1	2	20	2	1	0
6	2	1	0	21	0	1	2
7	0	1	2	22	2	1	0
8	2	1	0	23	0	1	2
9	2	1	0	24	2	1	0
10	0	1	2	25	2	1	0
11	2	1	0	26	0	1	2
12	2	1	0	27	2	1	0
13	2	1	0	28	0	1	2
14	0	1	2	29	0	1	2
15	2	1	0	30	0	1	2

Reference:

1. Psychological Studies, 1985, Vol.30 (2), 124-126 for details regarding Construction, reliability and validity.
2. Anuradha, M.A. Sex role orientation and its relation to job and marital satisfaction in women. Unpublished M.A. Dissertation, Bangalore University, 1984.

தாம்பத்ய உறவு அளவீடு

1. உங்களுக்கும் உங்கள் கணவருக்கும் பொதுவான நண்பர்கள் உண்டா?

அ) இல்லை ஆ) சிலர் இ) பலர்

2. உங்கள் கணவர் உங்களைப் புரிந்து கொள்கிறார் என்று நினைக்கிறீர்களா?

அ) ஆம் ஆ) சில நேரம் இ) இல்லை

3. நீங்கள் இருவரும் சேர்ந்து சொந்தக்காரர்கள்/ சிநேகிதர்களை சந்திக்கிறீர்களா?

அ) எப்போதாவது ஆ) சில நேரங்களில் இ) எப்போதும்

4. வெளி பழக்க வழக்கங்களில் சேர்ந்து ஈடுபாடு உள்ளதா?

அ) எப்போதும் ஆ) சில நேரங்களில் இ) எப்போதாவது

5. உங்கள் தேவைகள் திருமண வாழ்க்கையில் பூர்த்தியாய் உள்ளதா?

அ) சிலர் ஆ) பலர் இ) நிறைய எல்லோரும்

6 உங்கள் கணவரின் நண்பர்கள் உனக்கு பிடிக்குமா?

அ) சிலது ஆ) பலது இ) நிறைய

7. குழந்தைப் பராமரிப்பில் உங்கள் கணவரோடு சேர்ந்து செய்வீர்களா?

அ) இல்லை ஆ) எப்போதாவது இ) எப்போதும்

8. திருமணத்திற்கு முன்பைவிட இப்போது எப்படி இருக்கிறீர்கள்?

அ) மிகவும் சந்தோஷமாக ஆ) அதேப்போல் இ) சந்தோஷம் இல்லை

9. நீங்கள் விரும்பாததை உங்கள் கணவர் செய்வாரா?

அ) சிலது ஆ) பலது இ) நிறையவே

10. உங்கள் திருமண வாழ்க்கை சுமுகமாக இருக்க ஈடுப்படுவாரா?

அ) இல்லை ஆ) எப்போதாவது இ) எப்போதும்

11. தாம்பத்திய உறவில் திருப்தி உள்ளதா?

அ) எப்போதும் ஆ) எப்போதாவது இ) அவ்வளவுக்கிடையாது

12. உங்கள் கணவர் வீட்டர் அவர் மீது பிடிமானமுள்ளதா?

அ) இல்லை ஆ) எப்போதாவது இ) ஆம்

13. நீங்கள் எதிர்பார்க்கும் அளவிற்கு உன் கணவரிடமிருந்து உனக்கு நட்பு

கிடைக்கிறதா?

அ) ஆம் ஆ) சொல்ல முடியாது இ) இல்லை

14. மீண்டும் ஒரு வாழ்க்கை வாழ்ந்தால் அவரையே உன் கணவராக ஏற்றுக் கொள்வீர்களா?

அ) இல்லை ஆ) முடியாது இ) ஆம், கண்டிப்பாக

15. தாம்பத்திய விஷயங்களில் நேர்மையாக இருக்கிறீரா?

அ) எப்போதும் ஆ) இல்லை இ) எப்போதாவது

16. உன் குடும்பத்தைப் பிறக் குடும்பத்தோடும் ஒப்பிடும்போது கவலையாக இருக்கிறதா?

அ) இல்லை ஆ) எப்போதாவது இ) இல்லை

17. நீங்கள் திருமணம் ஆகாது இருந்தால் நலம் என்று நினைக்கிறீரா?

அ) அடிக்கடி ஆ) எப்போதாவது இ) இல்லை

18. உங்கள் கணவர் உனக்கு துரோகம் செய்துள்ளாரா?

அ) இல்லை ஆ) எப்போதாவது இ) சிலசமயம்

19. உங்கள் கணவர் உங்களை விட அவர் வீட்டார் மீது அக்கறை செலுத்துகிறார்களா என்று நினைக்கிறீர்களா?

அ) அடிக்கடி ஆ) சிலசமயம் இ) இல்லை

20. வேறு யாரையாவது திருமணம் செய்து கொண்டிருந்தால் நலன் என்று நினைக்கீகீர்களா?

அ) இல்லை ஆ) சிலசமயம் இ) அடிக்கடி

21. உங்கள் தனிப்பட்டப் பிரச்சனைகளை உங்கள் கணவரோடுபகிர்ந்துக் கொள்வீர்களா?

அ) எப்போதாவது ஆ) சிலசமயம் இ) எப்போதும்

22. பணம் செலவழிப்பதில் உங்கள் கணவரோடு பிரச்சனை வருமா?

அ) எப்போதாவது ஆ) சிலசமயம் இ) எப்போதும்

23. உங்கள் குழந்தைகள் விஷயத்தில் கணவரோடு ஒத்துப்போவீரா?

அ) அடிக்கடி வேறுபடும் ஆ) சிலசமயம் ஒத்துப்போகும் இ) எப்போது

ஒத்துப்போகும்

24. கணவர் உங்களை உடல் ரீதியாக மதிப்பு தந்திருக்கீறாரா?

அ) இல்லை ஆ) சிலசமயம் இ) அடிக்கடி

25. நீங்கள் எப்போதாவது உங்கள் கணவருக்கு உடல் ரீதியால் பாதிப்பு தந்திருக்கிறாயா?

அ) இல்லை ஆ) சிலசமயம் இ) அடிக்கடி

26. உங்கள் தாம்பத்திய தேவைகளை அவர் புரிந்து கொள்கிறதா?

அ) புரியும் நுணுக்கம் இல்லை ஆ) சிலசமயம் இ) எப்போதும் புரிந்துக் கொள்கிறார்.

27. உங்கள் கணவர் குடும்ப முடிவு எடுக்கும் போது உங்கள் ஆலோசனைப்படி சார்ந்து இருக்கிறார் என்று நம்புகிறீரா?

அ) என்பை பொறுத்து ஆ) சொல்ல முடியாது இ) சொந்தக்காரர் பொறுத்து

28. குழந்தைப் பிறப்புப் பற்றிய விஷயங்களில் உங்களுக்கும் உங்கள் கணவருக்கும் வேறுபாடு உண்டா?

அ) சிலசமயம் ஆ) எப்போதாவது இ) எப்போதும்

29. உங்கள் கணவரை எப்போதாவது விலக அல்லது விவாகரத்து செய்ய வேண்டும் என்று நினைத்த துண்டா?

அ) அடிக்கடி ஆ) சிலசமயம் இ) இல்லை

30. எல்லாம் கருத்தில் கொண்டு உங்கள் திருமண வாழ்க்கைக் வெற்றிகரமானா?

அ) திருப்தியானதா ஆ) ஒன்றும் கிடையாது இ) ரொம்பவும் திருப்பதி

III. **SELF – ESTEEM SCALE**

INSTRUCTION

List of statements is given below. These statements describe haw you generally how You generally feel and think about yourself and not how others think of you. There is no right or wrong answer. Please indicate your responses by encircling the appropriate number using the following rating scale to express your feeling:

SELF- ESTEEM SCALE

"What you think of your self is much more important than what others think of you'' -SENECA

INSTRUCTION: List of Statements is given below. These statements describe how you generally feet and think about yourself and not how others think of you. There is no right or wrong answers. Please indicate your responses by encircling the appropriate number using the following rating scales to express your feelings.

3 = Always

2 = Most of the time

1 = Some times

0 = Never

1	I am happy that I am talented	0	1	2	3
2	I am pleased with my self	0	1	2	3
3	I feel that I have a good conscience	0	1	2	3
4	Other people have high regards for me	0	1	2	3
5	I am happy about my parents relationship	0	1	2	3
6	I feel good because I am physically fit	0	1	2	3

	and healthy				
7	I do everything perfectly	0	1	2	3
8	I feel happy as I am able to concentrate in my work	0	1	2	3
9	I feel other give importance for me	0	1	2	3
10	I feel that I am not needed in the family	0	1	2	3
11	I like my physical features	0	1	2	3
12	I like my self as I am intelligent	0	1	2	3
13	I feel I am worthy	0	1	2	3
14	I respect others as I respect myself	0	1	2	3
15	I feel adequate to participate in group activities	0	1	2	3
16	I am proud of my family	0	1	2	3
17	I feel inferior due to my physical appearance	0	1	2	3
18	I have complete control of my life	0	11	2	3
19	I like myself	0	1	2	3
20	I am confident as I have the ability to manage difficult situations	0	1	2	3
21	I am happy that many of my friends like my company	0	1	2	3
22	I do not worry when I am not an energetic person	0	1	2	3

23	I tell truth	0	1	2	3
24	I do not feel depressed when I fail in familiar tasks	0	1	2	3
25	I feel confident about myself	0	1	2	3
26	I feel good because I am disciplined	0	1	2	3
27	I feel everybody cares for me	0	1	2	3
28	I do not worry about my family's economic conditions	0	1	2	3
29	I do not have any bad habits	0	1	2	3
30	I am pleased with myself as I can think and act independently	0	1	2	3
31	I am happy about my conduct	0	1	2	3
32	I am not worried about what others think of me	0	1	2	3
33	I do not worry when I tire easily	0	1	2	3
34	I do not break any rules	0	1	2	3
35	I feel that I am able to control any anger	0	1	2	3
36	I feel happy that my friends help me	0	1	2	3
37	I am not ashamed about my parent's education	0	1	2	3
38	I feel I am a good looking person	0	1	2	3
39	I think I have the ability to achieve with little effort	0	1	2	3

40	I am happy because my parents care for me	0	1	2	3
41	I am confident of coping with disappointment	0	1	2	3
42	I am happy because my parents	0	1	2	3
43	I think that I have better memory	0	1	2	3
44	I feel that I am doing activities which are immortal	0	1	2	3
45	I feel I have trustworthy friends	0	1	2	3
46	I appreciate myself when I am able to learn new skills quickly	0	1	2	3
47	I think I am able to do anything well	0	1	2	3
48	I am good person	0	1	2	3
49	I am competent enough to master a skill	0	1	2	3
50	I feel useful as I can perform well in difficult tasks	0	1	2	3
51	I think I am able to understand ideas discussed in a group	0	1	2	3
52	I feel that I had more success than failure	0	1	2	3
53	I feel I am successful individual	0	1	2	3
54	I feel that I can think positively	0	1	2	3
55	I am confident enough to face the future	0	1	2	3

SCORES: SEC 1,2,3,7,13,15,22,24,32,33,41,42,46,47,48,49.50,51,52,53,55,

GSE; 25, 26, 27,29,31,35,36,43,45

SC; 4,14,20,28,37,

FE; 5,10,18,30,39,44,16

PF 6,11,19,40

SE; 8, 9,12,17,21.23,34,38, 54

SEC =21 x 3 = 63

GSE =9X3=27

SC=5X3=15

FE=7X3=21

PF=4X3=12

SE= 9X3=27

TOTAL SCORE =165

தன் ஆய்வு நிறைவுக்கோல்

1. நான் திறமைசாலியாக இருப்பது மகிழ்ச்சியளிக்கின்றது.
2. எனக்கு என்னையே பிடிக்கும்.
3. என்னிடம் நல்ல மனசாட்சி இருப்பதாக நினைக்கின்றேன்.
4. பிறர் என்னிடம் நல்ல மரியாதை வைத்துள்ளனர்.
5. என்னுடைய பெற்றோரின் உறவுகள் குறித்து மகிழ்வடைகிறேன்.
6. நான் என்னுடைய தேகம் பலமாகவும், ஆரோக்கியமாகவும் இருப்பது குறித்து மகிழ்வடைகின்றேன்.
7. எல்லாவற்றையும் நான் பரிபூர்ணமாகச் செய்கிறேன்.
8. நான் சிறந்த மாணவனாக இல்லாததை நினைத்து தாழ்வாகக் கருதுகிறேன்.
9. என்னையே நான் மதிக்கிறேன்.
10. நான் எனது குடும்பத்தில் தேவையில்லாததாய் உணர்கிறேன்.
11. என்னுடைய வெளிப்புற தோற்றம் எனக்குப் பிடிக்கும்.
12. நான் அறிவாளியாய் இருப்பதால் என்னை மிகவும் பிடிக்கும்.
13. நான் ஒரு பயனுமில்லாதவன் என்று நினைக்கிறேன்.
14. நான் என்னை மதிப்பது போல் பிறரையும் மதிக்கிறேன்.
15. என்னால் குழு நடத்தையில் கலந்துகொள்ளும் அளவிற்கு முடியவில்லை என்று உணர்கிறேன்.
16. எனது குடும்பத்தை நினைத்தால் பெருமையாய் உள்ளது.
17. எனது வெளித்தோற்றம் குறித்து தாழ்வு மனப்பான்மை கொள்கிறேன்.
18. எனது வாழ்க்கைப்பற்றி முழுக்கட்டுப்பாடும் உள்ளது.
19. என்னையே எனக்குப் பிடிக்கும்.
20. என்னால் எந்தவிதமான சூழ்நிலைகளையும் எதிர்கொள்ளம் திறமை இருப்பதால் திடமாகக் காணப்படுகிறேன்.
21. என்னுடன் இருப்பதில் எனது நண்பர்கள் சந்தோஷமடைகிறார்கள்.

22. நான் எளிதில் சோர்வடைந்து விடுகிறேன் என்று வருந்தமாட்டேன்.

23. நான் உண்மை கூறுவேன்.

24. வலிமையான வேலைகளை என்னால் செய்ய இயலாதபோது வருத்தமடையமட்டேன்.

25. என்னைப்பற்றி நினைக்கையில் தைரியமாய் திடமாய் உள்ளது.

26. நான் ஒழுங்காக இல்லாததால் வருத்தமடைகிறேன்.

27. யாரும் எனக்காக அக்கறை எடுத்துக்கொள்ளவில்லை என்று நினைக்கிறேன்.

28. எனது குடும்ப பொருளாதார சூழ்நிலை குறித்து வருந்துகிறேன்.

29. எந்தவித கெட்ட பழக்கமும் என்னிடம் இல்லை.

30. என்னால் யோசித்து மற்றும் சுதந்திரமாய் செயல்படுவதால் என்னால் மகிழ்சியடையமுடிகின்றது.

31. எனது நடத்தை குறித்து மகிழ்சியடைகின்றேன்.

32. என்னைப்பற்றி பிறர் என்ன நினைப்பர் என்பது பற்றி கவலையாய் உள்ளது.

33. நான் எளிதில் சோர்வடைந்து விடுகிறேன் என்று வருந்துகிறேன்.

34. என்னால் எந்த விதிமுறைகளையும் மீற முடியாது.

35. என்னால் எனது கோபத்தை அடக்க முடியும் என்று நினைக்கிறேன்.

36. எனது நண்பர்கள் எனக்கு உதவுவது குறித்து மகிழ்வடைகிறேன்.

37. எனது பெற்றோர் கல்வித்தகுதி குறித்து வெட்கப்படுகிறேன்.

38. நான் அழகானவன் என்று நினைக்கிறேன்.

39. என்னால் சிறிய முயற்சியுடன் வெற்றி பெற இயலும் என்று நினைக்கிறேன்.

40. என்னுடைய பெற்றோர் என்னை அக்கறையுடன் கவனிக்கின்றனர் என்று சந்தோஷமடைகிறேன்.

41. நான் நேர்மையானவர் என்று கருதுகிறேன்.

42. நான் எனது குடும்பத்தில் பிறந்தது குறித்து மகிழ்ச்சியடைகிறேன்.

43. என்னிடம் நல்ல ஞாபக சக்தியுள்ளது என்று நினைக்கிறேன்.

44. என்னால் அற்புதமான காரியங்களை செய்ய முடியும் என்று நினைக்கிறேன்.

45. என்னுடைய நண்பர்கள் என்னை புறக்கணிப்பதாகக் கருதுகிறேன்.

46. புதிய திறமைகளை கற்றுக் கொள்ளும் போது நான் மகிழ்ச்சியடைகிறேன்.

47. எதையும் என்னால் சிறப்பாக செய்ய இயலவில்லை என்று நினைக்கிறேன்.

48. நான் ஒரு நல்ல மனிதன்.

49. எதையும் என்னால் சிறப்பாக செய்ய முடியும் என்று நினைக்கிறேன்.

50. என்னால் எந்த கடுமையான செயலையும் நன்றாகச் செய்து முடிக்க இயல்வதினால் நான் பயன்னுள்ளவள் என்று நினைக்கிறேன்.

51. ஒரு குழுவில் கலந்தாலோசிக்கப்படும் கருத்துக்களை என்னால் புரிந்துகொள்ள இயலும் என்று நினைக்கிறேன்.

52. நான் நிறைய வெற்றிகளைக் காட்டிலும் தோல்விகளைப் பெற்றுள்ளேன் என்று நினைக்கிறேன்.

53. நான் ஒரு வெற்றிகரமான மனிதன் என்று நினைக்கிறேன்.

54. என்னால் எதையும் சாதகமாக நினைக்க இயலும் என்று நினைக்கிறேன்.

55. என் எதிர்காலத்தில் எனக்கு நம்பிக்கை உண்டு.

IV .The scheduled prepared for Focus Group Discussion;

Place

Target Group

Size of the Group

Number of respondents present for the discussion

The themes for discussion included :

Patterns of Migration

Reasons for Migration

Reasons for choosing the job

Direction of Migration

Nature of work

Prevalence of Gender Discrimination

Frequency of Work

Income payment

Expectations of the Respondents from the Government

Awareness of Welfare Facilities among the respondents

IV. Focus Group Discussion.

Place of Study : Pallavaram

Age Group : 18-55

Size of the Group: 12 members

Respondents : Women Construction Workers

The objectives of the Focus Group Discussion were to understand issues concerning women construction workers.

Patterns of migration: The patterns of migrations took place from villages to urban places by the families of the workers in search of jobs.

Reasons for migration: The reasons for migration expressed were all economically related, poverty due to lack of jobs in the villages, scarcity of jobs, debt, casual nature of work, lack of ownership of land ,lack of infrastructural facilities ,lack of credit facilities and bank loans were the reasons given by the women construction workers .

Reasons for choosing the job: Lack of formal education .Most of them choose construction work as a profession .Further their families were also in the same occupation hence they have taken up the same job.

Direction of migration: Lack of jobs in rural areas as forced their families of the women construction workers to move towards the urban areas. As they lack employability skills in cities. They took up jobs in the unorganized sectors. They struggled hard to eke out their livelihood.

Nature of job: Women worked as Chithals,as they carried heavy loads of stones on their heads, they put zallis. They did not qualify for any promotions. In contrast men get promotions from kothanar to maistry to contractors. This resulted in higher incomes for the men in comparison to the women.

Gender discrimination: The women construction workers felt discriminated with regard to wages. The women earned between Rs.70-90 per day while men earned between

Rs. 100-200 per day. Men were considered to be superior to women in construction industry.

Income payment: The maistry paid the wages on daily basis. The maistry absorbed them for labour .However there was no record maintained for the workers. The maistry was the main contact between the worker and the employer. The women had no knowledge of the employer .They did not bargain for their wages.

Frequency of work: Women Construction Workers were not regular work. They got work only 2-3 times a week. This also affected their regularity of income. Older women construction workers reported that there was a preference for young women as they were faster in work and productive than older women.

Awareness of Welfare Schemes: The women construction workers were not aware of most of the schemes available for them. They did not have crèche facilities. Hence they carried their children to the work spot; some of them left them behind in their homes under the care of other family member's .They also said that they had no access to the welfare schemes available for them.

Expectation of the workers from the Government: The women construction workers desired regularization of their jobs .They realized that it was essential for them to earn a decent livelihood .They wanted the government to give them decent wages for improving their standard of living.

V b. Focus Group Discussion

Age Group : 18-45

Place : Pammal

Size of the group: 10

Target Group : Women Construction Workers

Patterns of Migration: The patterns of migrations took place from villages to urban places by the families of the workers in search of jobs.

Reasons for Migration: Most of the respondents said that they migrated towards cities in search of livelihood. The main causes attributed were seasonal nature of jobs in rural areas, debt, famines and casual nature of work with no credit facilities and no bank loans which has further led them into the vicious cycle of poverty.

Reasons for choosing the job: Low levels of education prompted the workers to take up the job.

Direction of Migration: Most of the rural people migrated to urban areas in search of livelihood. They were motivated to join their relatives who were already working in the construction industry.

Nature of Job: Women worked as Chithals,as they carried heavy loads of stones on their heads, they put zallis. They did not qualify for any promotions. In contrast men get promotions from kothanars to maistries to contractors. This resulted in higher incomes for the men in comparison to the women.

Income payment: The maistry paid the wages on daily basis. The maistry absorbed them for labour .However there was no record maintained. There was no direct relationship between the worker and the employer. The women had no knowledge of the employer as they employed through the maistry who was the intermediary between the worker and the employer .They did not bargain for their wages.

Gender discrimination: The women construction workers felt discriminated with regard to wages. The women earned between Rs.70-90 per day while men earned between Rs. 100-200 per day. They felt that even though they worked harder, they were considered inferior to men in their work. Women earned between. Rs 70-90, while men earned between Rs100-200 as daily wages

Frequency of Work: The women construction workers opined that they were not getting regular work. As they got work only 2-3 times of work per week. This also affected their regularity of income and their bargaining power. The elderly persons were not called for work often as the younger women. The productivity of labour declined with age.

No register was maintained for them. They did not know about the minimum wages entitled for them.

Awareness of Welfare Schemes: The women construction workers were not aware of most of the schemes available for them. They lacked of crèche facilities which was a basic necessity for working mothers .They had to depend on other family members to safe guard their children while at work .They also said that they had no access to the existing welfare schemes available for them to mention a few, maternity benefit schemes, educational scholarships were not available for them and compensation due to death.

Expectation of the workers from the Government: The women construction workers desired for regularization of their jobs .They desired for earning a decent livelihood. They wanted the government to give them minimum wage of at least Rs. 100 per day. These were some of the inferences drawn from the Focus Group Discussions.

VI. LIST OF EMPLOYMENTS COVERED UNDER THE TAMILNADU CONSTRUCTION WORKERS WELFARE BOARD

1. Employment in construction or maintenance of dams, bridges, roads or in any building operations.
2. Employment in stone breaking or stone crushing
3. Employment in Bricks and Tiles Manufactory
4. Employment in Construction of Pandals

LIST OF EMPLOYMENTS COVERED UNDER THE TAMILNADU MANUAL WORKERS SOCIAL SECURITY AND WELFARE BOARD

1. Employment in connection with loading, unloading, stacking, packing carrying, weighing, measuring or such other manual work including work preparatory or incidental to such operations.
2. Employment in connection with loading of goods into public transport vehicles or unloading of goods there from and any other operation incidental or connected there to.
3. Employment in connection with loading, unloading and carrying of food grains into goes downs, sorting and cleaning of food grains in bags, stitching of such bags and such other work incidental and connected there to.
4. Employment in salt pans
5. Employment in fishing industry
6. Employment in Boat working
7. Employment in Timber industry

8. Employment in Coir industry
9. Employment in Tanneries and leather manufactory
10. Employment in Automobile Workshop
11. Employment in Appalam Manufactory
12. Employment in Bleaching and Dyeing
13. Employment in Bullock Cart Driving
14. Employment in Cooking Food
15. Employment in Coconut Peeling
16. Employment in Collection of forest Produce
17. Employment in Catering Establishments
18. Employment in Cashew nut Industry
19. Employment in Distribution of Liquid Petroleum Gas Cylinders
20. Employment in Driving Cycle Rickshaws
21. Employment in Engineering Works
22. Employment in Fire and Match Works
23. Employment in Folding Textile Goods
24. Employment in Footwear and Leather Goods Manufactory
25. Employment in Gunny Industry
26. Employment in Handlooms and Handlooms Silk Weaving
27. Employment in Incense sticks manufactory
28. Employment in Nib - making

29. Employment in Flour Mills, Oil Mills, Dhal Mills and Rice Mills

30. Employment in Printing Presses

31. Employment in Power – loom industry

32. Employment in Private Security Services

33. Employment in Plastic Industries

34. Employment in Rag – picking

35. Employment in Street vending

36. Employment in Sago Industry

37. Employment in Synthetic Gem Cutting

38. Employment in Sericulture

39. Employment in Shops & Establishments

40. Employment in Tin Containers Manufactory

41. Employment in Wood Working Units

42. Employment in Domestic Work

43. Employment in Cycle Repairing

44. Employment in cigar Manufactory

45. Employment as Artist

46. Employment in Video & Photography

47. Employment in Sound & Light Service

48. Employment in Repair & Servicing of Electronic Goods & Equipments.

49. Employment in Folk Arts (Playing Folk musicals instruments such as Melam, Nadasuram, Thavil, Parai, Tharai, Thappattai, Urumbi melam, Band, Nayandi melam etc.)

EMPLOYMENT COVERED UNDER THE TAMIL NADU AUTORICKSHAW & TAXI DRIVERS WELFARE BOARD

1 Employment in Driving Auto rickshaws and Taxi

EMPLOYMENT COVERED UNDER THE TAMIL NADU TAILORING WORKERS WELFARE BOARD

1 Employment in Tailoring

EMPLOYMENT COVERED UNDER THE TAMIL NADU HAIR DRESSERS WELFARE BOARD

1 Employment in Hair Dressing and Beauty Parlour

EMPLOYMENT COVERED UNDER THE TAMIL NADU WASHERMENT WELFARE BOARD

1 Employment in Laundries and Washing Clothes

LIST OF EMPLOYMENT COVERED UNDER THE TAMIL NADU PALM TREE WORKERS WELFARE BORAD

1 Employment in toddy tapping

2 Employments in Neera Tapping

3 Employments in Tree Climbing

EMPLOYMENT COVERED UNDER THE TAMIL NADU HANDICRAFT WORKERS WELFARE BOARD

1 Employment in Gold and Silver Articles Manufactory

2 Employments in Pottery Works

3 Employments in Vessels Manufactory

4 Employments in Sculptor

5 Employments in Handicraft

EMPLOYMENT COVERED UNDER THE TAMIL NADU AGRICULTURAL LABOURERS WELFARE BOARD

1 Employment in Agriculture

EMPLOYMENT COVERED UNDER THE TAMIL NADU VILLAGE TEMPLES ARCHAGAS WELFARE BOARD

1 Employment in all temples excluding temples under the control of the Hindu Religious and Charitable Endowment Department.

In Tamil Nadu, the registration of the construction workers is being carried on at the office of the Labour Department situated at the following places:

Place	Address:
1. Chennai	**Head office:** No.8, Valluvar kottam High Road, Nungambakkam,Chennai-34.
2. Madurai	superintendent, Tamil Nadu Construction Workers Welfare Board, O/O The Deputy Commissioner of Labour, 5/2.Co-operative Maaligai, Indira Nagar, Anna Nagar (East) Madurai-625 020.
3. Coimbatore	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Deputy Commissioner of Labour, Regional Transport office Complex, Balasundaram Road, Coimbatore 641 018.
4. Salem	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Deputy Commissioner of Labour 85, Sankar Nagar Salem 7.
5. Trichy	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Deputy Commissioner of Labour

26,Kaja Nagar,3rd Street,Trichy 620 020.

6. Tirunelveli
Superintendent,
Tamil Nadu Construction Workers Welfare Board,
O/o The Deputy Commissioner of Labour
Tiruvanandapuram Road, palayamKottai,
Tirunelveli 627 002.

7. Dindigul
Superintendent,
Tamil Nadu Construction Workers Welfare Board,
O/o The Deputy Commissioner of Labour
55,NehrujiNagar,3rd Street, Dindigul 1.

8. Cuddalore
Superintendent,
Tamil Nadu Construction Workers Welfare Board,
O/o The Labour Officer,
No.22A, Main Road,Pudupalyam, Cuddalore 1.

9. Vellore
Superintendent,
Tamil Nadu Construction Workers Welfare Board,
O/o The Labour Officer,
No.6,Krishna Nagar, Vellore .1

10. Kancheepuram
Superintendent,
Tamil Nadu Construction Workers Welfare Board,
O/o The Inspector of Labour,

30A,Kotrampalayam, Kancheepuram.

11. Thiruvarur	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Inspector of Labour, 13, Pidari Koil Street, Thiruvarur.
12. Kumbakonam	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Deputy Inspector of Labour 92A,Mothilal Street, Kumbakonam.
13. Villupuram	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Inspector of Labour 6C/1,Kandsamy Lay-out, 1st street, Villupuram.
14. Nagerkoil	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Assistant Commissioner of Labour(conciliation) 222, 749(c), Water Tank Road Nagarkoil 629 001.
15. Coonoor	Superintendent, Tamil Nadu Construction Workers Welfare Board, O/o The Deputy Commissioner of Labour 31,Carnwalis Road, Coonoor.

16.Erode Superintendent,

Tamil Nadu Construction Workers Welfare Board,

O/o The Labour Officer

TamilNadu Housing Board Building, Sooranpati Nal Road, Erode 9.

WELFARE SCHEMES

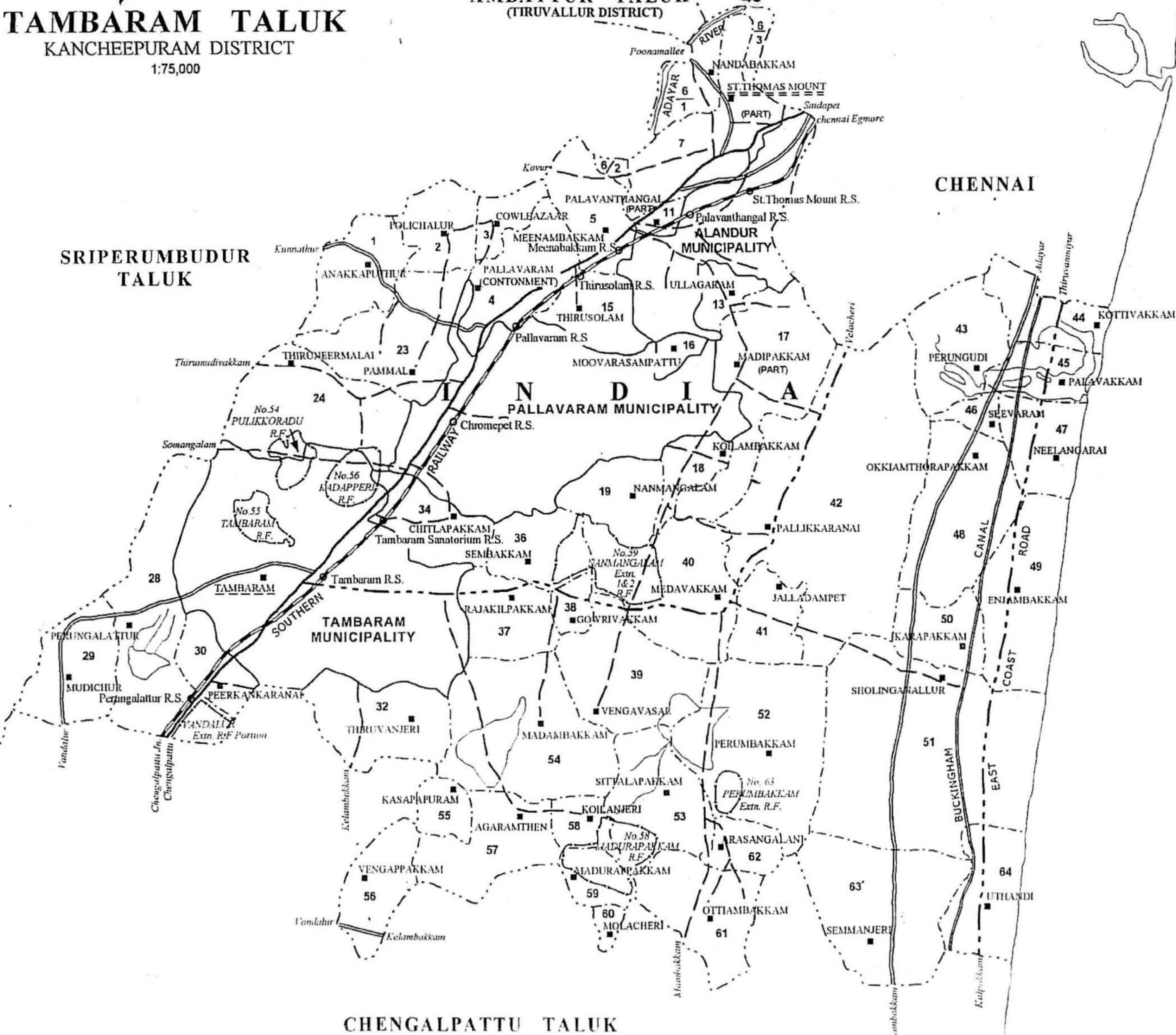
The following schemes are made available to the construction workers who have registered with the Tamil Nadu Construction Workers Welfare Board.

SI. No	Name of the Scheme	Amount	From in which application has to be made	Documents to be attached	Apply to whom	Sanctioning period
1.	**Group Personal Accident Insurance Scheme** Fatal Accident	Rs. 1,00,000	Form 'C'	Death Certificate First information Report, Postmortem Card in Original	The Secretary, Tamil Nadu Construction Workers Welfare Board, No. 8, Valluvar Kottam High Road, Nungambakkam, Chennai - 34	If the application is received with all the documents, the sanction order will be issued and the Demand Draft will be despatched with in
2.	**Non – Fatal accident** In the event of non- Fatal accident for the Loss of limbs, eyes, Etc. depending upon The percentage of loss Compensation is Paid.	Up to Rs. 1,00,000	From 'C'	Disability Certificate, X-Ray First information Report, Identity Card in original.		
3.	**Natural Death Assistance**					

	This assistance is Given to the nominee Of a registered Construction worker Who dies naturally(Even if the registered Construction worker Dies on the day of this Registration, this Assistance is given.)	Rs. 10,000	From 'D'	Original Death Certificate and Identity Card		45 days from the date of receipt of the applicatio n.
4.	Funeral expenses	Rs. 2,000	From 'D'	Original Death Certificate and Identity Card.	The Secretary, Tamil Nadu Constructio n Workers Welfare Board, No. 8, Valluvar Kottam High Road, Nungamba kkam, Chennai - 34	If the applicatio n is received with all the document s, the sanction order will be issued and the Demand Draft will be despatche d with in 45 days from the date of receipt of the applicatio n.
5.	**<u>Marriage Assistance</u>** Given to the registered Construction worker And two children Of the registered Construction worker.	Rs.2,000	From 'F'	Marriage Invitation, Certificate issued By Temple / Church or Mosque and Original identity Card.		
6.	Maternity / Mis-Carriage of pregnancy/ Termination of Pregnancy. This assistance is Given only twice to The female Construction workers Registered with the Board. This assistance Is extended only	Rs.2,000	From 'F'	A certificate from The Registered Medical Practitione r and Original identity Card.		

	after One year from the date Of registration.	Rs1,000 Rs.1,500				
7.	Educational Assistance(Given to 2 children) 10th Pass12th Pass Assistance for Higher Education Bachelor Degree Master Degree B.E./M.B.B.S./ B.V.Sc. Professional Master Degree I.T.I./ Polytechnic Diploma Course Reimbursement of the Cost of Spectacles	Day scholar Hosteler 1,500 1,750 2,000 3,000 2,000 4,000 4,000 6,000 1,000 1,200 Rs.250/-	From 'E' From 'EE' From 'K'	Certified copy of Mark list, transfer Certificate issued By the School and Original identity Card. A Certificate Issued by the Principal of the College in which The son/ daughter of the registered Worker is Pursuing his Studies. Original Identity Card. Original identity Card Original Certificate issued By an opthalmist Original Cash Bill	The Secretary, Tamil Nadu Construction Workers Welfare Board, No. 8, Valluvar Kottam High Road, Nungambakkam, Chennai - 34	If the application is received with all the documents, the sanction order will be issued and the Demand Draft will be despatched with in 45 days from the date of receipt of the application.

Note: Except for the assistance for Fatal Accident, Non-Fatal Accident, Natural Death Assistance and Funeral Assistance, for all other claims one year should have been completed between the data of registration and the cause of action for the claim.



TAMBARAM TALUK
KANCHEEPURAM DISTRICT
1:75,000
(TIRUVALLUR DISTRICT)
SRIPERUMBUDUR TALUK
CHENNAI
BAY OF BENGAL
CHENGALPATTU TALUK
I N D I A
Poonamallee
RIVER
ADAYAR
NANDABAKKAM
ST.THOMAS MOUNT
(PART)
Saidapet
chennai Egmore
Kovur
PALAVANTHANGAL (PART)
St.Thomas Mount R.S.
Palavanthangal R.S.
ALANDUR MUNICIPALITY
POLICHALUR
COWLBAZAAR
MEENAMBAKKAM
Meenabakkam R.S.
Kunnathur
ANAKKAPUTHUR
PALLAVARAM (CONTONMENT)
Thirusolam R.S.
ULLAGARAM
THIRUSOLAM
Pallavaram R.S.
MOOVARASAMPATTU
MADIPAKKAM (PART)
Velacheri
THIRUNEERMALAI
Thirumudivakkam
PAMMAL
No.54 PULIKKORADU R.F.
PALLAVARAM MUNICIPALITY
Chromepet R.S.
RAILWAY
Somangalam
No.56 KADAPPERI R.F.
No.55 TAMBARAM R.F.
KOILAMBAKKAM
NANMANGALAM
CHITLAPAKKAM
Tambaram Sanatorium R.S.
SEMBAKKAM
No.59 NANMANGALAM Extn. 1&2 R.F.
MEDAVAKKAM
PALLIKKARANAI
JALLADAMPET
TAMBARAM
Tambaram R.S.
SOUTHERN
RAJAKILPAKKAM
GOWRIVAKKAM
TAMBARAM MUNICIPALITY
PERUNGALATTUR
MUDICHUR
Perungalattur R.S.
PEERKANKARANAI
VANDALUR Extn. R.F Portion
Vandalur
Chengalpattu Jn.
Chengalpattu
THIRUVANJERI
Kelambakkam
VENGAVASAL
MADAMBAKKAM
PERUMBAKKAM
SITTALAPAKKAM
No. 63 PERUMBAKKAM Extn. R.F.
KASAPAPURAM
AGARAMTHEN
KOILANJERI
No.58 MADURAPAKKAM R.F.
RASANGALANI
VENGAPPAKKAM
MADURAPAKKAM
MOLACHERI
OTTIAMBAKKAM
Vandalur
Kelambakkam
Mambakkam
SEMMANJERI
PERUNGUDI
KOTTIVAKKAM
PALAVAKKAM
SEEVARAM
NEELANGARAI
OKKIAMTHORAPAKKAM
Adayar
Thiruvanmiyur
CANAL
ROAD
ENJAMBAKKAM
KARAPAKKAM
SHOLINGANALLUR
COAST
BUCKINGHAM
EAST
UTHANDI
Kalipakkam
1 2 3 4 5 6/1 6/2 6/3 7 11 13 15 16 17 18 19 23 24 28 29 30 32 34 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64

cus Group Discussion with Women Construction Worke

Place-Pallavaram





Women at Work



